

## EMPLOYMENT APPEALS TRIBUNAL

APPEAL(S) OF:	CASE NO.
EMPLOYEE - <i>Appellant A</i>	RP1615/2010 MN1148/2010
EMPLOYEE - <i>Appellant B</i>	RP1659/2010
EMPLOYEE - <i>Appellant C</i>	RP1747/2010
EMPLOYEE - <i>Appellant D</i>	RP1975/2010

against

EMPLOYER -*Respondent*

## REDUNDANCY PAYMENTS ACTS, 1967 TO 2007 MINIMUM NOTICE AND TERMS OF EMPLOYMENT ACTS, 1973 TO 2005

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Mr. G. Hanlon

Members: Mr. T. O'Sullivan  
Mr. O. Nulty

heard this appeal at Mullingar on 12th September 2011

### **Representation:**

Appellant(s): In Person

Respondent(s): A director of the former company.

### **The decision of the Tribunal was as follows:**

The director of the former company confirmed that the appellants' employment had terminated by reason of redundancy. The director consented to the amending of the form T1A to reflect the correct employer.

### **Determination:**

The Tribunal finds that the appellants are entitled to a redundancy lump sum payment under the under the Redundancy Payments Acts, 1967 to 2007, based on the following criteria:

Appellant A:

Date of Birth:	8 <sup>th</sup> April 1976
Date of Commencement:	6 <sup>th</sup> November 2006
Date of Termination:	25 <sup>th</sup> February 2010
Gross Weekly Pay:	€663.00

It should be noted that payments from the social insurance fund are limited to a maximum of €600.00 per week.

This award is made subject to the appellant having been in insurable employment under the Social Welfare Acts during the relevant period.

The Tribunal also finds that Appellant A is entitled to the sum of €1,326.00 (being the equivalent of two weeks' gross pay) under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

Appellant B:

Date of Birth:	27 <sup>th</sup> November 1974
Date of Commencement:	10 <sup>th</sup> May 2005
Date of Termination:	12 <sup>th</sup> February 2010
Gross Weekly Pay:	€624.00

It should be noted that payments from the social insurance fund are limited to a maximum of €600.00 per week.

This award is made subject to the appellant having been in insurable employment under the Social Welfare Acts during the relevant period.

Appellant C:

Date of Birth:	14 <sup>th</sup> January 1970
Date of Commencement:	5 <sup>th</sup> January 2004
Date of Termination:	12 <sup>th</sup> February 2010
Gross Weekly Pay:	€748.41

It should be noted that payments from the social insurance fund are limited to a maximum of €600.00 per week.

This award is made subject to the appellant having been in insurable employment under the Social Welfare Acts during the relevant period.

Appellant D:

Date of Birth: 12<sup>th</sup> August 1977  
Date of Commencement: 3<sup>rd</sup> September 2007  
Date of Termination: 12<sup>th</sup> February 2010  
Gross Weekly Pay: €663.00

It should be noted that payments from the social insurance fund are limited to a maximum of €600.00 per week.

This award is made subject to the appellant having been in insurable employment under the Social Welfare Acts during the relevant period.

Sealed with the Seal of the

Employment Appeals Tribunal

This \_\_\_\_\_

(Sgd.) \_\_\_\_\_  
(CHAIRMAN)