

## EMPLOYMENT APPEALS TRIBUNAL

CLAIMS OF:  
EMPLOYEE

*-claimant 1*

CASE NO.  
UD996/2011  
RP1348/2011  
MN1123/2011  
WT404/2011

EMPLOYEE

*-claimant 2*

UD997/2011  
RP1349/2011  
MN1124/2011  
WT405/2011

against  
EMPLOYER

*-respondent*

under

### UNFAIR DISMISSALS ACTS, 1977 TO 2007 REDUNDANCY PAYMENTS ACTS, 1967 TO 2007 MINIMUM NOTICE AND TERMS OF EMPLOYMENT ACTS, 1973 TO 2005 ORGANISATION OF WORKING TIME ACT, 1997

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Ms P. McGrath B.L.

Members: Mr. N. Ormond  
Mr P. Trehy

heard this claim at Dublin on 29th March 2012

#### **Representation:**

Claimant: Mr. Nathan Jones B.L. instructed by,  
Chris Ryan, Solicitors, 18 North King Street, Dublin 7

Respondent: Mr Krystian Boino, Jc Hoban & Company, Solicitors, Suite 114,  
The Capel Building, Mary's Abbey, Dublin 7

The claims under the Minimum Notice and Terms of Employment Acts, 1973 to 2005 and the Organisation of Working Time Act, 1997 were withdrawn at the outset for both claimants.

#### **Determination**

The respondent's representative conceded that a redundancy situation existed within the company. Based on the uncontested evidence of the claimant's the Tribunal award them a Redundancy Lump Sum based on the following;

***Claimant 1***

Date of Birth:	10 <sup>th</sup> April 1986
Employment Commenced:	7 <sup>th</sup> August 2007
Employment Ended:	15 <sup>th</sup> October 2010
Gross:	€848.52

***Claimant 2***

Date of Birth:	11 <sup>th</sup> May 1976
Employment Commenced:	5 <sup>th</sup> May 2008
Employment Ended:	1 <sup>st</sup> October 2010
Gross:	€844.00

This award is made subject to the claimant's having been in insurable employment under the Social Welfare Acts, during the relevant period. Please note a statutory ceiling of €600.00 applies to all payments from the Social Insurance Fund.

The claims under the Unfair Dismissals Acts, 1977 to 2007 are dismissed.

Sealed with the Seal of the  
Employment Appeals Tribunal

This \_\_\_\_\_

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