

## EMPLOYMENT APPEALS TRIBUNAL

APPEALS OF: EMPLOYEE	<i>-appellant 1</i>	CASE NO. RP417/2011 MN346/2011
EMPLOYEE	<i>-appellant 2</i>	RP418/2011 MN347/2011
EMPLOYEE	<i>-appellant 3</i>	RP437/2011 MN362/2011
EMPLOYEE	<i>-appellant 4</i>	RP438/2011 MN363/2011

against

EMPLOYER *-respondent*

under

### 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 T. Taaffe

Members: Ms. J. Winters  
Ms. A. Moore

heard this appeal at Cavan on 23rd March 2012

#### **Representation:**

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Appellant: In Person

Respondent: No appearance by or representation on behalf of

#### **Determination**

The Tribunal is satisfied that the respondent was properly on notice of this hearing. As there was no appearance by Appellant 3, the appeal under the Redundancy Payment's Acts 1967 to 2007 and the Minimum Notice and Terms of Employment Acts 1973 to 2005 are dismissed for lack of prosecution.

Based on the uncontested evidence of the appellant's the Tribunal find that the appeals under the Minimum Notice and Terms of Employment Acts 1973 to 2005 and the Redundancy Payments Acts 1967 to 2007 succeeds and makes an award based on the following criteria;

*Appellant 1*

Date of Birth: 6<sup>th</sup> January 1981  
Employment Started: 16<sup>th</sup> October 2005  
Employment Ended: 17<sup>th</sup> October 2010  
Gross Pay: €495.00

Appellant 1 is awarded € 1,980.00, being the equivalent to four weeks wages, under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

***Appellant 2***

Date of Birth: 21<sup>st</sup> October 1972  
Employment Started: 15<sup>th</sup> December 2005  
Employment Ended: 17<sup>th</sup> October 2010  
Gross Pay: €301.58

Appellant 2 is awarded €603.16, being the equivalent to two weeks wages, under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

***Appellant 4***

Date of Birth: 16<sup>th</sup> February 1976  
Employment Started: 30<sup>th</sup> September 2005  
Employment Ended: 17<sup>th</sup> October 2010  
Gross Pay: €220.50

Appellant 4 is awarded €882.00, being the equivalent to four weeks wages, under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

Sealed with the Seal of the  
Employment Appeals Tribunal

This \_\_\_\_\_

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