

**EMPLOYMENT APPEALS TRIBUNAL**

<b>CLAIMS OF:</b>		<b>CASE NO.</b>
EMPLOYEE	- claimant no.1	RP2162/2010 UD1630/10 MN1549/10
EMPLOYEE	- claimant no. 2	RP2282/2010
EMPLOYEE	- claimant no. 3	RP2310/2010 UD1714/2010 MN1666/10

**Against**

EMPLOYER - respondent

**under**

**MINIMUM NOTICE AND TERMS OF EMPLOYMENT ACTS, 1973 TO 2005  
REDUNDANCY PAYMENTS ACTS, 1967 TO 2007  
UNFAIR DISMISSALS ACTS, 1977 TO 2007**

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Mr R. Maguire, B.L.

Members: Mr P. Pierce  
Mr M. O'Reilly

heard this claim at Naas on 7th March 2012.

**Representation:**

Claimants: Mr. Sharbee Morrin, BL instructed by Ms Catherine Webberley, Wilkinson & Price, Solicitors, South Main Street, Naas, Co Kildare

Respondent: No appearance by or on behalf of the respondent

The determination of the Tribunal was as follows:-

At the outset of the hearing Counsel for claimant no. 1 and claimant no. 3 withdrew their claims under the Unfair Dismissals Acts, 1977 to 2007.

**Determination:**

The Tribunal is satisfied that the respondent was duly notified of the hearing. Neither the respondent nor a representative on his behalf appeared at the hearing.

**Claimant No. 1**

Based on the uncontested evidence of claimant no. 1, the Tribunal finds that he is entitled to a redundancy lump sum under the Redundancy Payments Acts, 1967 to 2007 based on the following criteria:

Date of Birth:	22 <sup>nd</sup> November 1964
Date of Commencement:	1 <sup>st</sup> May 2000
Date of Termination:	8 <sup>th</sup> March 2010
Gross Weekly Wage:	€650.00

This award is made subject to claimant no. 1 having been in insurable employment under the Social Welfare Acts during the relevant period.

It should be noted that a statutory weekly ceiling of €600.00 applies to payments from the Social Insurance Fund.

The Tribunal also awards claimant no. 1 €2600.00 being the equivalent of four weeks pay under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

**Claimant No. 2**

Based on the uncontested evidence of claimant no. 2, the Tribunal finds that he is entitled to a redundancy lump sum under the Redundancy Payments Acts, 1967 to 2007 based on the following criteria:

Date of Birth:	13 <sup>th</sup> July 1962
Date of Commencement:	1 <sup>st</sup> May 2001
Date of Termination:	8 <sup>th</sup> March 2010
Gross Weekly Wage:	€600.00

This award is made subject to claimant no. 2 having been in insurable employment under the Social Welfare Acts during the relevant period.

It should be noted that a statutory weekly ceiling of €600.00 applies to payments from the Social Insurance Fund.

**Claimant No. 3**

Based on the uncontested evidence of the claimant no. 3, the Tribunal finds that he is entitled to a redundancy lump sum under the Redundancy Payments Acts, 1967 to 2007 based on the following criteria:

Date of Birth:	29 <sup>th</sup> January 1980
Date of Commencement:	15 <sup>th</sup> October 2004
Date of Termination:	8 <sup>th</sup> March 2010
Gross Weekly Wage:	€600.00

This award is made subject to claimant no. 3 having been in insurable employment under the Social Welfare Acts during the relevant period.

It should be noted that a statutory weekly ceiling of €600.00 applies to payments from the Social Insurance Fund.

The Tribunal also awards claimant no. 3 €2400.00 being the equivalent of four weeks pay under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

Sealed with the Seal of the  
Employment Appeals Tribunal

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