

## EMPLOYMENT APPEALS TRIBUNAL

APPEAL(S) OF:

**CASE NO.**

EMPLOYEE – *Appellant 1*

RP319/2011  
MN271/2011  
WT71/2011

EMPLOYEE – *Appellant 2*

RP321/2011  
MN273/2011  
WT73/2011

EMPLOYEE - *Appellant 3*

RP322/2011  
MN274/2011  
WT74/2011

Against

EMPLOYER - *Respondent*

under

### **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: Mr T. Taaffe  
Members: Mr. A. O'Mara  
Mr N. Dowling

heard this appeal at Trim on 21st March 2012

#### **Representation:**

Appellant(s) :Mr William O'Reilly, Steen O'Reilly, Solicitors, 31/34  
Trimgate Street, Navan, Co Meath

Respondent(s) : No appearance by or on behalf of the respondent

#### **Determination**

The Tribunal is satisfied that all parties were properly notified of the hearing. The Tribunal noted that the respondent company is dissolved since the 23 September 2012. As there was no appearance by or on behalf of the respondent and based on the uncontested evidence of the

appellants the Tribunal finds that they were dismissed by reason of redundancy.

The Tribunal awards the appellants lump sum payments under the Redundancy Payments Acts 1967 to 2007 based on the following information:

**Appellant 1**

Date of Birth - 25 March 1957  
Date of Commencement - 10 September 2003  
Date of Termination - 12 July 2010  
Weekly Gross Pay - €337.30

**Appellant 2**

Date of Birth - 18 January 1947  
Date of Commencement - 19 January 2005  
Date of Termination - 13 July 2010  
Weekly Gross Pay - €298.82

**Appellant 3**

Date of Birth - 4 April 1971  
Date of Commencement - 2 October 2006  
Date of Termination - 13 July 2010  
Weekly Gross Pay - €349.55

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

The Tribunal allows the claims under the Minimum Notice and Terms of Employment Acts, 1973 to 2005 and award the following as compensation:

Appellant 1 - €1349.20  
Appellant 2 - €1195.28  
Appellant 3 - €699.10

The claims made under the Organisation of Working Time Act, 1997 were withdrawn.

Sealed with the Seal of the

Employment Appeals Tribunal

This \_\_\_\_\_

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