

**EMPLOYMENT APPEALS TRIBUNAL**

APPEAL(S) OF:		CASE NO.
EMPLOYEE	- <i>Appellant 1</i>	RP895/2011 MN692/2011
EMPLOYEE	- <i>Appellant 2</i>	RP896/2011 MN693/2011
EMPLOYEE	- <i>Appellant 3</i>	RP897/2011 MN694/2011
EMPLOYEE	- <i>Appellant 4</i>	RP898/2011 MN695/2011

Against

EMPLOYER- *Respondent 1*

EMPLOYER- *Respondent 2*

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: Mr. A. O'Mara  
Mr N. Dowling

heard this appeal at Trim on 21st March 2012

**Representation:**

Appellant(s) :Mr. Richard Grogan, Richard Grogan & Associates Solicitors,  
16 & 17 College Green, Dublin 2

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 second named respondent company is dissolved since the 23 September 2012. As there was no appearance by or on behalf of the two named respondents and based on the uncontested evidence of the four 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 - 3 May 1961  
Date of Commencement - 6 March 2004  
Date of Termination - 10 July 2010  
Weekly Gross Pay - €358.48

**Appellant 2**

Date of Birth - 26 January 1987  
Date of Commencement - 26 November 2008  
Date of Termination - 10 July 2010  
Weekly Gross Pay - €343.82

**Appellant 3**

Date of Birth - 3 August 1962  
Date of Commencement - 9 December 2008  
Date of Termination - 17 July 2010  
Weekly Gross Pay - €337.77

**Appellant 4**

Date of Birth - 7 April 1955  
Date of Commencement - 6 March 2004  
Date of Termination - 10 July 2010  
Weekly Gross Pay - €378.56

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 - €1433.92  
Appellant 2 - €343.82  
Appellant 3 - €337.77  
Appellant 4 - €1514.24

Sealed with the Seal of the

Employment Appeals Tribunal

This \_\_\_\_\_

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