

**EMPLOYMENT APPEALS TRIBUNAL**

**APPEAL(S) OF:**  
EMPLOYEE

*appellant*

EMPLOYEE  
*Second named appellant*

against

- *EMPLOYER*
- *respondent*

under

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

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Mr. P. Wallace

Members: Mr G. Andrews  
Mr F. Dorgan

heard this appeal at Limerick on 17th February 2012

Representation:

Appellant: Mr Gerard Tobin, Limerick Citizens Information Service, 54 Catherine Street,  
Limerick

Respondent: In person

The decision of the Tribunal was as follows:

**Determination**

The respondent conceded that a redundancy situation existed. The Tribunal awards the appellants a redundancy lump sum under the Redundancy Payments Acts, 1967 to 2003 based on the following criteria:

First named appellant:

Date of Birth: 3<sup>rd</sup> August 1982  
Date of Commencement: 26<sup>th</sup> November 2004  
Date of Termination: 15<sup>th</sup> March 2010

**CASE NO.**  
RP1835/2010  
*first named*  
MN1304/2010

RP1930/2010  
MN1369/2010

Gross Pay: €677.59  
Second named appellant:  
Date of Birth: 26<sup>th</sup> October 1964  
Date of Commencement: 21<sup>st</sup> April 2006  
Date of Termination: 15<sup>th</sup> March 2010  
Gross Pay: €431.92

This award is made subject to the appellant 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 awards the first named appellant €2710.36 being the equivalent of four week's pay and the second named appellant €863.84 being the equivalent of two's week's 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)