

EMPLOYMENT APPEALS TRIBUNAL

APPEAL OF:

CASE NO:

EMPLOYEE
- *first named appellant*

RP2497/2010
MN1815/2010

EMPLOYEE
- *second named appellant*

RP2498/2010
MN1816/2010

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: Ms. A. Courell BL

Members: Mr. D. Morrison
Mr. M. McGarry

heard this appeal at Castlebar on 20 January 2012

Representation:

Claimant: Michael Kilcoyne, 9, Turlough Road, Castlebar, Co. Mayo

Respondent: Siobhan McGowan, Purdy Fitzgerald, Solicitors, Kiltartan House,
Forester Street, Galway

The decision of the Tribunal was as follows:

Determination:

Having carefully considered the evidence adduced by all parties in this case, the Tribunal finds that the appeals under the Redundancy Payments Acts, 1967 to 2007 succeeds and awards the appellants redundancy lump sums, which are to be calculated on the basis of the following criteria:

Both appellants were dismissed by reason of redundancy.

The *first named appellant* is entitled to a redundancy payment based on:

Date of Birth: 10 June 1965

Service from: 01 June 2005 to 28 August 2009

Normal weekly remuneration: € 611.76

Loss having been established the Tribunal awards the sum of € 1,223.52, this being two weeks wages, under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

The *second named appellant* is entitled to a redundancy payment based on:

Date of Birth: 09 March 1980

Service from: 16 February 2006 to 04 September 2009

Normal weekly remuneration: € 593.58

Loss having been established the Tribunal awards the sum of € 1,187.16, this being two weeks wages, under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

A ceiling of € 600.00 applies to any payments from the Social Insurance Fund and these awards are subject to the appellants having been in employment which is insurable for all purposes under the Social Welfare Consolidation Act 2005.

Sealed with the seal of the

Employment Appeals Tribunal

This _____

(Sgd.) _____
(CHAIRMAN)