

**EMPLOYMENT APPEALS TRIBUNAL**

APPEAL(S) OF:  
EMPLOYEE  
(*appellant 1*)

CASE NO.  
RP70/2011  
MN45/2011

EMPLOYEE (*appellant 2*)

RP71/2011  
MN46/2011

EMPLOYEE (*appellant 3*)

RP72/2011  
MN47/2011

Against

EMPLOYER

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: Ms D. Donovan B.L.

Members: Mr J. Browne  
Ms S. Kelly

heard this appeal at Wexford on 3rd February 2012

Representation:  
\_\_\_\_\_

Appellant(s) : Ms Ger Malone, Siptu, Assistant Branch Organiser, Connolly  
Hall, Summerhill, Waterford

Respondent(s) : Jason Bradshaw, Hayden Chartered Accountants, 110 Amiens Street, Dublin 1

The decision of the Tribunal was as follows:

The Tribunal, finds based on the uncontested evidence, that the appellants' are entitled to a lump sum payment under the Redundancy Payments Acts, 1967 to 2007 based on the following criteria:

*Appellant 1*

Date of Birth	15 <sup>th</sup> December 1966
Employment commenced	1 <sup>st</sup> February 2007
Employment ended	18 <sup>th</sup> October 2010
Gross weekly pay	€325

The appeal under the Minimum Notice and Terms of Employment Acts, 1973 to 2005 is allowed and the appellant is awarded the sum of €650 being 2 weeks gross pay.

*Appellant 2*

Date of Birth	30 <sup>th</sup> March 1948
Employment commenced	1 <sup>st</sup> February 2007
Employment ended	18 <sup>th</sup> October 2010
Gross weekly pay	€189.03

The appeal under the Minimum Notice and Terms of Employment Acts, 1973 to 2005 is allowed and the appellant is awarded the sum of €378.06 being 2 weeks gross pay.

*Appellant 3*

Date of Birth	1 <sup>st</sup> September 1945
Employment commenced	1 <sup>st</sup> March 2007
Employment ended	18 <sup>th</sup> October 2010
Gross weekly pay	€400

The appeal under the Minimum Notice and Terms of Employment Acts, 1973 to 2005 is allowed and the appellant is awarded the sum of €800 being 2 weeks gross pay.

These awards are made subject to the appellants' having been in insurable employment under the Social Welfare Acts during the relevant period.

Sealed with the Seal of the

Employment Appeals Tribunal

This \_\_\_\_\_

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