

**EMPLOYMENT APPEALS TRIBUNAL**

APPEAL(S) OF:	CASE NO.
EMPLOYEE - <i>appellant 1</i>	RP253/2011 MN210/2011
EMPLOYEE - <i>appellant 2</i>	RP254/2011 MN211/2011
EMPLOYEE - <i>appellant 3</i>	RP255/2011 MN212/2011
EMPLOYEE - <i>appellant 4</i>	RP256/2011 MN213/2011

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: Mr. D. Mac Carthy S C

Members: Mr. N. Ormond  
Mr P. Trehy

heard this appeal in Dublin on 21<sup>st</sup> February 2012

Representation:

\_\_\_\_\_

Appellants: In Person

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

The Tribunal is satisfied that the respondent was properly served with notice of the hearing.

**Determination:**

The appellants were dismissed by reason of redundancy.

The appellants are entitled to a redundancy payment based on:

**Appellant 1**

Date of Birth: 16<sup>th</sup> December 1946

Service from: 1<sup>st</sup> March 1984 to 18<sup>th</sup> September 2010

Normal weekly remuneration: €245.70

Non-reckonable service: Nil

Amount of redundancy payment: €13,302.20

Appellant 1 is entitled to eight weeks gross pay under the Minimum Notice and Terms of Employment Acts, 1973 to 2005. She gave evidence she received two weeks gross pay. Loss having been established, the Tribunal awards the sum of €1474.20, this being six weeks gross pay.

**Appellant 2**

Date of Birth: 23<sup>rd</sup> February 1959

Service from: 1<sup>st</sup> February 1999 to 18<sup>th</sup> September 2010

Normal weekly remuneration: €380.00

Non-reckonable service: Nil

Amount of redundancy payment: €9226.40

Appellant 2 is entitled to six weeks gross pay under the Minimum Notice and Terms of Employment Acts, 1973 to 2005. He gave evidence he received two weeks gross pay. Loss having been established, the Tribunal awards the sum of €1,520.00, this being four weeks gross pay.

**Appellant 3**

Date of Birth: 13<sup>th</sup> February 1941

Service from: 1<sup>st</sup> October 1992 to 18<sup>th</sup> September 2010

Normal weekly remuneration: €71.00

Non-reckonable service: Nil

Amount of redundancy payment: €2624.16

Appellant 3 is entitled to eight weeks gross pay under the Minimum Notice and Terms of Employment Acts, 1973 to 2005. She gave evidence she received two weeks gross pay. Loss having been established, the Tribunal awards the sum of €426.00, this being six weeks gross pay.

**Appellant 4**

Date of Birth: 15<sup>th</sup> July 1958

Service from: 1<sup>st</sup> June 1996 to 18th September 2010

Normal weekly remuneration: €179.10

Non-reckonable service: Nil

Amount of redundancy payment: €5301.98

Appellant 4 is entitled to six weeks gross pay under the Minimum Notice and Terms of Employment Acts, 1973 to 2005. She gave evidence she received two weeks gross pay. Loss having been established, the Tribunal awards the sum of €716.40, this being four weeks gross pay.

These awards under the Redundancy Payments Acts 1967 to 2007 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)