

**EMPLOYMENT APPEALS TRIBUNAL**

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

CASE NO.  
RP1960/2010  
MN80/2012

&  
EMPLOYEE – *appellant 2*

RP2028/2010  
MN1447/2010

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 D. Donovan B.L.

Members: Mr J. Browne  
Ms S. Kelly

heard this appeal at Wexford on 3rd February 2012

Representation:

\_\_\_\_\_

Appellant(s): In person

Respondent(s): Mr Jason Bradshaw, Accountant  
Haydon Chartered Accountants  
110 Amiens Street, Dublin 1

The decision of the Tribunal was as follows:-

The respondent's representative explained that a redundancy situation occurred in relation to the appellants' positions when the respondent ceased trading. The representative conceded the appeals under the Redundancy Payments Acts, 1967 to 2007 and Minimum Notice and Terms of Employment Acts, 1973 to 2005.

**Determination:**

The Tribunal is satisfied that a redundancy situation occurred and that the appellants are entitled to redundancy lump sum payments under the Redundancy Payments Acts, 1967 to 2007, based on the following information:

**Appellant 1 (RP1960/2010):**

Date of Birth: 9<sup>th</sup> February 1948  
Date of Commencement: 16<sup>th</sup> January 2007  
Date of Termination: 18<sup>th</sup> October 2010  
Weekly Gross Pay: €192.00

**Appellant 2 (RP2028/2010):**

Date of Birth: 8<sup>th</sup> February 1976  
Date of Commencement: 8<sup>th</sup> February 2007  
Date of Termination: 18<sup>th</sup> October 2010  
Weekly Gross Pay: €351.15

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

The Tribunal awards **Appellant 1 (MN80/2012)** €384.00 (three hundred and eighty-four euro) in respect of two weeks' pay under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

The Tribunal awards **Appellant 2 (MN1447/2010)** €702.30 (seven hundred and two euro, thirty cent) in respect of two weeks' 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)