

EMPLOYMENT APPEALS TRIBUNAL

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

&
EMPLOYEE – *appellant 2*

CASE NO.
RP1960/2010
MN80/2012

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

Appellant 2 (RP2028/2010):

Date of Birth: 8th February 1976
Date of Commencement: 8th February 2007
Date of Termination: 18th 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)