

**EMPLOYMENT APPEALS TRIBUNAL**

APPEAL OF:  
EMPLOYEE *-appellant 1*

CASE NO.  
RP2033/2011  
MN1575/2011  
WT595/2011

EMPLOYEE *-appellant 2*

RP2034/2011  
MN1576/2011  
WT596/2011

EMPLOYEE *-appellant 3*

RP2035/2011  
MN1577/2011  
WT597/2011

Against

EMPLOYER *-respondent*

EMPLOYER *-respondent*

under

**REDUNDANCY PAYMENTS ACTS, 1967 TO 2007  
MINIMUM NOTICE AND TERMS OF EMPLOYMENT ACTS, 1973 TO 2005  
ORGANISATION OF WORKING TIME ACT, 1997**

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Ms D. Donovan B.L.

Members: Mr J. Hennessy  
Mr T. Kelly

heard this appeal at Kilkenny on 13th April 2012

**Representation:**

\_\_\_\_\_

Appellants: Mr. Paul Henry, SIPTU, Membership Information &, Support Centre,  
Liberty Hall, Dublin 1

Respondent: No appearance or representation

The claims under the Minimum Notice and Terms of Employment Acts 1973 to 2005 were withdrawn at the outset.

## **Determination**

The Tribunal is satisfied that the respondent was properly notified of this hearing. Based on the uncontested evidence of the appellants the Tribunal award a redundancy lump sum under the Redundancy Payments Acts 1967 to 2007 based on the following;

### ***Appellant 1***

Date of Birth:	07 August 1969
Date of Commencement:	03 December 2008
Date of Termination:	29 April 2011
Gross Weekly Wage:	240.00

Appellant 1 is awarded €96.00 which is the equivalent to 2 days outstanding annual leave under the Organisation of Working Time Act 1997.

### ***Appellant 2***

Date of Birth:	27 October 1964
Date of Commencement:	03 December 2008
Date of Termination:	29 April 2011
Gross Weekly Wage:	240.00

Appellant 2 is awarded €96.00 which is the equivalent to 2 days outstanding annual leave under the Organisation of Working Time Act 1997.

### ***Appellant 3***

Date of Birth:	12 March 1975
Date of Commencement:	03 December 2008
Date of Termination:	29 April 2011
Gross Weekly Wage:	150.00

Appellant 3 is awarded €62.40 which is the equivalent to 6.5hrs outstanding annual leave under the Organisation of Working Time Act 1997.

The above awards under the Redundancy Payments Acts are made subject to the appellant's fulfilling current social welfare requirements in relation to PRSI contributions.

Sealed with the Seal of the

Employment Appeals Tribunal

This \_\_\_\_\_

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