

EMPLOYMENT APPEALS TRIBUNAL

APPEAL(S) OF:		CASE NO.
EMPLOYEE	1 st appellant	RP563/2011 MN437/201
EMPLOYEE	2 nd appellant	MN438/2011 RP564/2011
Against		
EMPLOYER	<i>respondent</i>	
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: Mr M. O'Connell B.L.

Members: Mr. M. Flood
Mr S. Mackell

heard this appeal at Dublin on 24th May 2012

Representation:

Appellant(s): Ms. Julienne Paye, Richard Grogan & Associates,
Solicitors, 16 & 17 College Green, Dublin 2

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

The decision of the Tribunal was as follows:-

Determination

On the uncontested evidence of the appellants the Tribunal allows the appeals and awards the appellants a redundancy lump sum payment under the Redundancy Payments Acts, 1967 to 2007 based on the following:-

First named appellant:

Date of Birth	20 October 1985
Date employment commenced	12 February 2007
Date employment ceased	17 December 2010
Gross weekly pay	€446.31

Second named appellant

Date of Birth	23 February 1977	23
Date employment commenced	12 November 2004	
Date employment ceased	26 November 2010	
Gross weekly pay	€585.81	

As the appellants employment ceased without notice they are entitled to compensation in lieu of notice under the Minimum Notice and Terms of Employment Acts, 1973 to 2005 based on the following:-

First named appellant compensation of €892.62 which is equivalent to two weeks gross pay (€446.31 per week)

Second named appellant compensation of €2343.24 which is equivalent to four weeks gross pay (€585.81 per week)

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)

