

**EMPLOYMENT APPEALS TRIBUNAL**

<b>APPEAL(S) OF:</b>		<b>CASE NO.</b>
EMPLOYEE	- <i>first named appellant</i>	RP1083/2011 MN843/2011
EMPLOYEE	- <i>second named appellant</i>	RP1085/2011 MN845/2011
EMPLOYEE	- <i>third named appellant</i>	RP1084/2011 MN844/2011

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: Ms. M. Levey BL

Members: Mr C. McHugh  
Mr P. Trehy

heard this appeal at Dublin on 17<sup>th</sup> July 2012

**Representation:**

Appellant(s) : Blazej Nowak, 107, Amiens Street, Dublin 1

Respondent(s) : F. Lafferty & Co., Chartered Accountants, 7, Herbert Street, Dublin 2

The decision of the Tribunal was as follows:-

**Determination:**

Having heard the evidence adduced by the appellants the Tribunal finds that the appellants were made redundant.

Accordingly, the appeals under the Redundancy Payments Acts, 1967 to 2007 succeeds and the Tribunal awards the appellants a redundancy lump sum, which is to be calculated on the basis of the following criteria:

**First Named Appellant:**

Date of Birth: 16 April 1973  
Date of Commencement: 02 August 2008  
Date of Notice Given: 07 February 2011  
Date of Termination: 07 February 2011  
Gross Pay: € 769.00

Loss having been established the Tribunal awards the sum of € 1,538.00, this being two weeks gross pay, under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

**Second Named Appellant:**

Date of Birth: 08 March 1976  
Date of Commencement: 23 April 2007  
Date of Notice Given: 23 March 2011  
Date of Termination: 23 March 2011  
Gross Pay: € 413.00

Loss having been established the Tribunal awards the sum of € 826.00, this being two weeks gross pay, under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

**Third Named Appellant:**

Date of Birth: 14 March 1964  
Date of Commencement: 25 April 2005  
Date of Notice Given: 23 March 2011  
Date of Termination: 23 March 2011  
Gross Pay: € 621.00

Loss having been established the Tribunal awards the sum of € 2,484.00 this being four weeks gross pay, under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

A ceiling of € 600 applies to any payments from the Social Insurance Fund and these awards are subject to the claimants 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)