

## EMPLOYMENT APPEALS TRIBUNAL

APPEALS OF:

CASE NO.

EMPLOYEE  
–**First Named Appellant**

RP2272/2011  
MN1782/2011

EMPLOYEE  
–**Second Named Appellant**

RP2802/2011  
MN2227/2011

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 O. Madden BL

Members: Mr J. Browne  
Ms S. Kelly

heard these appeals at Portlaoise on 24 July 2012

#### **Representation:**

Appellants:

Both in person

Respondent:

Mr James McElwee, McElwee Solicitors, O'Connell Square,  
Mountmellick, Co. Laois

The determination of the Tribunal was as follows:

#### **Determination:**

At the outset both claims under the Minimum Notice and Terms of Employment Acts, 1973 to 2005 were withdrawn.

In circumstances where the respondent has ceased trading and did not seek to contest the appeals the Tribunal finds that the appellants are entitled to lump sum payments under the Redundancy Payments Acts, 1967 to 2007 based on the following criteria.

Appellant	Date of Birth	of Employment Began	Employment Ended	Gross Weekly Pay
First Named	04/06/1982	05/02/2006	11/02/2011	€585-00
Second Named	03/04/1978	02/07/2005	26/02/2011	€705-80

These awards are made subject to the appellants having been in insurable employment under the Social Welfare Consolidation Act, 2005 during the relevant period. It should be noted that payments from the social insurance fund are limited to a maximum of €600-00 per week.

Sealed with the Seal of the  
Employment Appeals Tribunal

This \_\_\_\_\_

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