

## EMPLOYMENT APPEALS TRIBUNAL

APPEAL(S) OF: EMPLOYEE	<i>-Appellant A</i>	CASE NO. RP930/2011 MN725/2011
EMPLOYEE	<i>-Appellant B</i>	RP931/2011 MN726/2011

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 D. Donovan B.L.

Members: Mr J. Browne  
Mr F. Dorgan

heard this appeal at Wexford on 22nd June 2012

### **Representation:**

Appellants: In Person

Respondent: No appearance or representation on behalf of the respondent

### **The decision of the Tribunal was as follows:**

It was the appellants' evidence that they constantly sought a return to full-time hours from the time that they were placed on reduced working hours in June 2009. The appellants also stated that they were not given notice of the termination of their employment.

### **Determination:**

Based on the uncontested evidence of the appellants the Tribunal finds that they are entitled to a lump sum payment under the Redundancy Payments Acts, 1967 to 2007, based on the following criteria:

Appellant A:

Date of Birth: 25<sup>th</sup> July 1981  
Date of Commencement: 22<sup>nd</sup> January 2009  
Date of Termination: 18<sup>th</sup> February 2011  
Gross Weekly Pay: €415.71

This award is made subject to the appellant having been in insurable employment under the Social Welfare Acts during the relevant period.

The Tribunal also finds that Appellant A is entitled to the sum of €831.42 (being the equivalent of two weeks gross pay) under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

Appellant B:

Date of Birth: 16<sup>th</sup> July 1961  
Date of Commencement: 31<sup>st</sup> March 2008  
Date of Termination: 18<sup>th</sup> February 2011  
Gross Weekly Pay: €415.71

This award is made subject to the appellant having been in insurable employment under the Social Welfare Acts during the relevant period.

The Tribunal also finds that Appellant B is entitled to the sum of €831.42 (being the equivalent of two weeks gross 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)