

EMPLOYMENT APPEALS TRIBUNAL

APPEAL OF:

EMPLOYEE

- Appellant 1

CASE NO.

RP1762/2011

MN1429/2011

EMPLOYEE

- Appellant 2

RP1763/2011

MN1430/2011

EMPLOYEE

- Appellant 3

RP1764/2011

MN1431/2011

WT537/2011

Against

EMPLOYER

Under

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

I certify that the Tribunal
(Division of Tribunal)

Chairman: Mr R. Maguire, B.L.

Members: Mr G. Mc Auliffe
Mr S. Mackell

heard this appeal at Naas on 4th July 2012

Representation:

Appellants: Ms. Marta Kedzior, 66 Ballemany Manor, Newbridge, Co. Kildare

Respondent: No appearance

The decision of the Tribunal was as follows:-

Determination

There was no appearance by or on behalf of the respondent. At the outset of the hearing the claim under the Organisation of Working Time Act, 1997 in respect of Appellant 3 was withdrawn.

Based on the uncontested evidence of the appellants the Tribunal are satisfied that their dismissal was by reason of redundancy and awards them lump sum payments under the Redundancy Payments Acts 1967 to 2007 based on the following criteria:

Appellant 1

Date of Birth: 14th July 1953
Date of Commencement: 01st January 2007
Date of Termination: 05th November 2010
Gross Pay: €520

This award is made subject to the appellant having been in employment which is insurable for all purposes under the relevant Social Welfare Acts.

The Tribunal awards Appellant 1 €1,040, two weeks pay, in respect of his entitlement under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

Appellant 2

Date of Birth: 03rd April 1957
Date of Commencement: 14th May 2007
Date of Termination: 05th November 2010
Gross Pay: €520

This award is made subject to the appellant having been in employment which is insurable for all purposes under the relevant Social Welfare Acts.

The Tribunal awards Appellant 2 €1,040, two weeks pay, in respect of his entitlement under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

Appellant 3

Date of Birth: 18th August 1958
Date of Commencement: 20th May 2005
Date of Termination: 05th November 2010
Gross Pay: €520

This award is made subject to the appellant having been in employment which is insurable for all purposes under the relevant Social Welfare Acts.

The Tribunal awards Appellant 3 €2,080, four weeks pay, in respect of his entitlement under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

Sealed with the Seal of the

Employment Appeals Tribunal

This _____

(Sgd.) _____
(CHAIRMAN)