

## EMPLOYMENT APPEALS TRIBUNAL

APPEALS OF:  
EMPLOYEE *-appellant 1*

EMPLOYEE *-appellant 2*

CASE NO.  
RP2186/2011  
MN752/2012  
RP2187/2011  
MN753/2012

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: Mr L. Ó Catháin

Members: Mr G. Andrews  
Mr O. Wills

heard this appeal at Tralee on 30th July 2012

#### **Representation:**

Appellant: Ms Kirstie Nowak, Tralee Citizens Information Centre, Tralee, Co Kerry

Respondent: No appearance or representation on behalf of respondent

#### **Determination**

The Tribunal are satisfied that the respondent was properly put on notice of this hearing. Based on the uncontested evidence of the appellants, the Tribunal finds that they were dismissed by reason of redundancy.

The Tribunal awards the appellants a lump sum payment under the Redundancy Payments Acts 1967 to 2007 based on the following information:

#### *Appellant 1*

Date of Birth	17 <sup>th</sup> January 1964
Date of Commencement	14 <sup>th</sup> January 2003
Date of Termination	8 <sup>th</sup> October 2010
Weekly Gross Pay	€190.30

*Appellant 2*

Date of Birth	6 <sup>th</sup> July 1960
Date of Commencement	1 <sup>st</sup> September 2002
Date of Termination	8 <sup>th</sup> October 2010
Weekly Gross Pay	€190.30

These awards are made subject to the appellants having been in insurable employment under the Social Welfare Acts during the relevant period.

The Tribunal allows the claim under the Minimum Notice and Terms of Employment Acts, 1973 to 2005 and awards *appellant 1* €761.20 being the equivalent to 4 weeks' pay in lieu of notice and *appellant 2* €761.20 being the equivalent to 4 weeks' pay in lieu of notice.

Sealed with the Seal of the

Employment Appeals Tribunal

This \_\_\_\_\_

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