

EMPLOYMENT APPEALS TRIBUNAL

APPEAL(S) OF:

EMPLOYEE

-Appellant A

CASE NO.

RP930/2011

MN725/2011

EMPLOYEE

-Appellant B

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: 25th July 1981
Date of Commencement: 22nd January 2009
Date of Termination: 18th 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: 16th July 1961
Date of Commencement: 31st March 2008
Date of Termination: 18th 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)