

EMPLOYMENT APPEALS TRIBUNAL

APPEALS OF:

EMPLOYEE – *appellant 1*

EMPLOYEE – *appellant 2*

EMPLOYEE – *appellant 3*

EMPLOYEE – *appellant 4*

EMPLOYEE – *appellant 5*

CASE NO.

RP1539/2011

MN1269/2011

RP1540/2011

MN1270/2011

RP1541/2011

MN1271/2011

RP1542/2011

MN1272/2011

RP1543/2011

MN1273/2011

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. K. T. O'Mahony B.L.

Members: Mr D. Hegarty

Ms H. Kelleher

heard this appeal at Cork on 2nd August 2012

Representation:

Appellants :

Respondent : no appearance by or on behalf of the respondent

**Determination**

The Tribunal is satisfied that all parties were properly notified of the hearing. As there was no appearance by or on behalf of the respondent and based on the uncontested evidence of the appellant the Tribunal finds the following

**Appellant 1** was dismissed by reason of redundancy and the Tribunal awards a lump sum payment under the Redundancy Payments Acts 1967 to 2007 based on the following information:

Date of Birth: 14 January 1980

Date of Commencement: 16 June 2008

Date of Termination: 5 April 2011

Weekly Gross Pay: €399.85

Non-reckonable service          3 weeks in 2010  
  5 weeks in 2011

The Tribunal further awards appellant 1 €799.70, being the equivalent of two weeks' gross pay, in lieu of notice under the Minimum Notice and Terms of Employment Acts 1973 to 2005.

**Appellant 2** withdrew his claim under the Redundancy Payments Acts, 1967 to 2007. The Tribunal awards appellant 2 the sum of €975.12, being the equivalent of two weeks' gross pay, in lieu of notice under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

**Appellant 3** withdrew his claim under the Redundancy Payments Acts, 1967 to 2007. The Tribunal awards appellant 3 the sum of €932.98, being the equivalent of two weeks' gross pay, in lieu of notice under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

**Appellant 4** did not attend the hearing and his claim under the Redundancy Payment Acts, 1967 to 2007 and Minimum Notice and Terms of Employment Acts 1973 to 2005 fail for want of prosecution.

**Appellant 5** was dismissed by reason of redundancy and the Tribunal awards him a lump sum payment under the Redundancy Payments Acts 1967 to 2007 based on the following information:

|                       |                 |
|-----------------------|-----------------|
| Date of Birth:        | 2 January 1973  |
| Date of Commencement: | 13 October 2007 |
| Date of Termination:  | 5 April 2011    |
| Weekly Gross Pay:     | €485            |

The Tribunal further awards appellant 5 €970, being the equivalent of two weeks' gross pay, in lieu of notice under the Minimum Notice and Terms of Employment Acts 1973 to 2005.

The awards made under the Redundancy Payments Acts, 1967 to 2007 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 per week.

Sealed with the Seal of the

Employment Appeals Tribunal

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