

## EMPLOYMENT APPEALS TRIBUNAL

APPEAL(S) OF:  
EMPLOYEE – *appellant 1*

CASE NO.  
RP2531/2011  
MN1999/2011

&  
EMPLOYEE – *appellant 2*

RP2532/2011  
MN2000/2011

against

EMPLOYER – *respondent*

under

### MINIMUM NOTICE AND TERMS OF EMPLOYMENT ACTS, 1973 TO 2005 REDUNDANCY PAYMENTS ACTS, 1967 TO 2007

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Mr P O'Leary BL

Members: Mr M Carr  
Mr O Nulty

heard this appeal at Drogheda on 7th November 2012

Representation:

\_\_\_\_\_

Appellant(s) : In person

Respondent(s) : In person

The decision of the Tribunal was as follows:-

The respondent conceded the appeals under the Redundancy Payments Acts, 1967 to 2007 and Minimum Notice and Terms of Employment Acts, 1973 to 2005. He contended that he was unable to make the payments to the appellants.

### **Determination:**

The Tribunal is satisfied that a redundancy situation occurred and that the appellants are entitled to redundancy lump sum payments under the Redundancy Payments Acts, 1967 to 2007, based on the following information:

***Appellant 1:***

Date of Birth: 3 February 1981  
Date of Commencement: 13 April 2005  
Date of Termination: 22 October 2011  
Weekly Gross Pay: €252.78

***Appellant 2:***

Date of Birth: 24 April 1980  
Date of Commencement: 25 July 2005  
Date of Termination: 22 October 2011  
Weekly Gross Pay: €300.00

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

The Tribunal awards ***appellant 1*** €1011.12 (one thousand and eleven euro, twelve cent) in respect of 4 weeks' pay under the Minimum Notice and Terms of Employment Acts, 1973 to 2005. The date of termination has been amended to reflect this award.

The Tribunal awards ***appellant 2*** €1200.00 (one thousand two hundred euro) in respect of 4 weeks' pay under the Minimum Notice and Terms of Employment Acts, 1973 to 2005. The date of termination has been amended to reflect this award.

Sealed with the Seal of the

Employment Appeals Tribunal

This \_\_\_\_\_

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