

**EMPLOYMENT APPEALS TRIBUNAL**

**APPEAL(S) OF:**  
EMPLOYEE

- *Appellant 1*

**CASE NO.**  
MN43/2012  
RP2114/2011

EMPLOYEE

- *Appellant 2*

WT20/2012  
MN44/2012  
RP2115/2011  
WT21/2012

against

- *Respondent*

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 S. Mahon

Members: Mr D. Moore  
Mr O. Nulty

heard this appeal at Mullingar on 12th October 2012

**Representation:**

Appellant(s) :

Respondent(s) :Not Present or Represented

The decision of the Tribunal was as follows:-

**Determination:**

The Tribunal, finds based on the uncontested evidence, that the appellants' are entitled to a lump sum payment under the Redundancy Payments Acts, 1967 to 2007 based on the following criteria:

***Appellant 1***

Date of Birth	13 July 1963
Employment commenced	01 January 2006
Employment ended	21 February 2011
Gross weekly pay	€ 192.98

Loss having been established, the Tribunal awards the Appellant 1 € 771.92, being four weeks' pay, under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

The Tribunal also awards the sum of € 906.24, this being 4.69 days annual leave, under the Organisation of Working Time Act, 1997.

***Appellant 2***

Date of Birth	25 October 1990
Employment commenced	13 August 2007
Employment ended	31 December 2010
Gross weekly pay	€ 128.00

Loss having been established, the Tribunal awards the Appellant 1 € 128.00, being one weeks' pay, under the Minimum Notice and Terms of Employment Acts, 1973 to 2005. The appellant was paid one weeks notice on his termination.

The Tribunal also awards the sum of € 1,371.72, this being 10.71 days annual leave, under the Organisation of Working Time Act, 1997.

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

Sealed with the Seal of the

Employment Appeals Tribunal

This \_\_\_\_\_

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