

EMPLOYMENT APPEALS TRIBUNAL

CLAIMS OF: CASE NO.

EMPLOYEE- First Named Claimant	UD2293/2010 RP3096/2010 MN2241/2010 WT1019/2010
EMPLOYEE - Second Named Claimant	UD156/2011 RP195/2011 MN160/2011 WT34/2011

against

EMPLOYER - Respondent

under

**UNFAIR DISMISSALS ACTS, 1977 TO 2007
REDUNDANCY PAYMENTS ACTS, 1967 TO 2007
MINIMUM NOTICE AND TERMS OF EMPLOYMENT ACTS, 1973 TO 2005
ORGANISATION OF WORKING TIME ACT, 1997**

I certify that the Tribunal
(Division of Tribunal)

Chairman: Ms N. O'Carroll-Kelly BL

Members: Mr M. Carr
Mr O. Nulty

heard these claims at Cavan on 25 October 2012

Representation:

First Named Claimant:

Second Named Claimant:

Respondents:
No appearance by or representation on behalf of the respondent

The determination of the Tribunal was as follows:

Determination:

At the outset both claimants withdrew their claims under both the Unfair Dismissals Acts, 1977 to 2007 and the Organisation of Working Time Act, 1997.

Being satisfied that the respondent was properly on notice of the hearing the Tribunal finds based on the uncontested evidence that the claimants were dismissed by reason of redundancy. Accordingly, the Tribunal is satisfied that the claimants are entitled to lump sum payments under the Redundancy Payments Acts, 1967 to 2007 based on the following criteria

Claimant	Date of Birth	Employment Began	Employment Ended	Gross Weekly Pay
First Named	28/02/1986	11/09/2006	17/10/2010	€371-00
Second Named	08/02/1984	08/10/2007	17/10/2010	€223-00

In the case of the first named claimant there was a period of non-reckonable service from 1 May 2010 until 17 October 2010 by reason of lay off. These awards are made subject to the claimants having been in insurable employment under the Social Welfare Consolidation Act, 2005 during the relevant period.

Loss having been established, the Tribunal further awards the first named claimant €742-00 and the second named claimant €446-00, being two weeks' pay in each case, under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

Sealed with the Seal of the
Employment Appeals Tribunal

This _____

(Sgd.) _____
(CHAIRMAN)