

**EMPLOYMENT APPEALS TRIBUNAL**

APPEAL(S) OF:  
EMPLOYEE 1

CASE NO.  
RP2019/2011

and

EMPLOYEE 2

RP2141/2011

against

EMPLOYER

under

**REDUNDANCY PAYMENTS ACTS, 1967 TO 2007**

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Mr. L. Ó Catháin

Members: Ms. M. Sweeney  
Mr. J. Flavin

heard this case in Cork on 9 November 2012

Representation:

\_\_\_\_\_

Appellant(s):

No legal or trade union representation at the hearing

Respondent(s):

No attendance or representation

The decision of the Tribunal was as follows:-

The first appellant (HK) claimed that her employment, which commenced on 1 September 2003, ended by reason of redundancy on 14 January 2011. Her gross weekly pay was €355.20.

The second appellant (YD) claimed that her employment, which commenced on 8 December 2007, ended by reason of redundancy on 14 January 2011. Her gross weekly pay was €346.00 but it went down to €276.80 (for her final year-and-a-half of employment) after she had a baby.

No evidence was offered by or on behalf of the respondent.

**Determination:**

Under the Redundancy Payments Acts, 1967 to 2007, the Tribunal finds that the first appellant is entitled to a redundancy lump sum based on the following details:

Date of birth:	23 October 1982
Date of commencement:	01 September 2003
Date of termination:	14 January 2011
Gross weekly pay:	€355.20

Given that the second appellant's gross weekly pay became a lesser amount during the course of her employment the Tribunal assesses her gross weekly pay for the purposes of her redundancy lump sum at €293.50.

Under the Redundancy Payments Acts, 1967 to 2007, the Tribunal finds that the second appellant is entitled to a redundancy lump sum based on the following details:

Date of birth:	21 July 1981
Date of commencement:	08 December 2007
Date of termination:	14 January 2011
Gross weekly pay:	€293.50

**Note:**

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)