

## EMPLOYMENT APPEALS TRIBUNAL

APPEALS OF:  
EMPLOYEE

*-appellant 1*

CASE NO.  
RP2576/2011  
MN2030/2011

EMPLOYEE

*-appellant 2*

RP2912/2011  
MN2370/2011

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: Ms M. Sweeney  
Mr J. Flavin

heard this appeal at Tralee on 16th November 2012

#### **Representation:**

Appellants: In Person

Respondent: No appearance or representation on behalf of the respondent

#### **Determination**

The Tribunal is satisfied that the respondent was properly put on notice of this hearing. Based on the uncontested evidence of the appellants the Tribunal finds that they were dismissed by reason of redundancy and makes awards under the Redundancy Payments Acts, 1967 to 2007 based on the following criteria:

#### *Appellant 1*

Date of Birth:	22 July 1956
Date of Commencement:	17 September 2007
Date of Termination:	15 April 2011
Gross Weekly Pay:	€576.00

*Appellant 2*

Date of Birth:	09 January 1982
Date of Commencement:	19 October 2006
Date of Termination:	15 April 2011
Gross Weekly Pay:	€744.00

Please note a statutory ceiling of €600.00 applies to all payments from the Social Insurance fund. These awards are made subject to the appellants having been in insurable employment under the Social Welfare Acts.

Loss having been established the Tribunal awards appellant 1 the sum of €1,152.00 and appellant 2 the sum of €1,488.00, these sums respectively being the equivalent of two weeks' gross pay, under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

Sealed with the Seal of the  
Employment Appeals Tribunal

This \_\_\_\_\_

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