

**EMPLOYMENT APPEALS TRIBUNAL**

APPEALS OF:

CASE NO.

EMPLOYEE

– **First Named Appellant**

RP747/2012

MN648/2012

WT288/2012

EMPLOYEE

– **Second Named Appellant**

RP748/2012

MN649/2012

WT289/2012

EMPLOYEE

– **Third Named Appellant**

RP750/2012

MN651/2012

WT291/2012

EMPLOYEE

– **Fourth Named Appellant**

RP751/2012

MN652/2012

WT292/2012

against

EMPLOYER

- **Respondent**

under

**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 B. Glynn

Members: Mr B. O'Carroll  
Ms H. Henry

heard these appeals at Roscommon on 14 November 2012

**Representation:**

Appellants:

Ms Marie Conroy, Mahon Sweeney Solicitors,  
Main Street, Roscommon, Co. Roscommon

Respondent:

No appearance by or representation on behalf of the respondent

The determination of the Tribunal was as follows:

**Determination:**

Being satisfied that the respondent was properly on notice of the hearing, the Tribunal finds, based on the uncontroverted evidence, that the appellants were dismissed by reason of redundancy and are entitled to lump sum payments under the Redundancy Payments Acts, 1967 to 2007 in accordance

with the following criteria.

Appellant	Date of Birth	Employment Began	Employment Ended	Gross Weekly Pay
1 <sup>st</sup> Named	04/06/1987	14/02/2008	14/12/2011	€240-00
2 <sup>nd</sup> Named	07/07/1974	08/12/2007	14/12/2011	€338-00
3 <sup>rd</sup> Named	11/07/1979	24/03/2008	14/12/2011	€314-00
4 <sup>th</sup> Named	15/08/1981	01/11/2007	14/12/2011	€202-00

These awards are made subject to the claimant having been in insurable employment under the Social Welfare Consolidation Act, 2005 during the relevant period.

Loss having been established, the Tribunal makes awards under the Minimum Notice and Terms of Employment Acts, 1973 to 2005 in accordance with the following schedule and using the criteria as set out in the award under the Redundancy Payments Acts. The Tribunal also makes awards under the Organisation of Working Time Act, 1997 in favour of each appellant for the equivalent of two weeks holidays and two public holidays

Appellant	MN entitlement in weeks	MN award	WT award
1 <sup>st</sup> Named	2	€480-00	€576-00
2 <sup>nd</sup> Named	2	€676-00	€811-20
3 <sup>rd</sup> Named	2	€628-00	€753-60
4 <sup>th</sup> Named	2	€404-00	€484-80

Sealed with the Seal of the  
Employment Appeals Tribunal

This \_\_\_\_\_

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