

EMPLOYMENT APPEALS TRIBUNAL

APPEALS OF:
EMPLOYEE-*appellant 1*

CASE NO.
RP2756/2011

EMPLOYEE-*appellant 2*

RP2757/2011

Against

EMPLOYER-*respondent*

under

REDUNDANCY PAYMENTS ACTS, 1967 TO 2007

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:

Appellant: Mr. Liam Ryan, Sheehan Ryan & Company, Solicitors,
61/62 New Street, Killarney, Co Kerry

Respondent: Mr. Adrian Hegarty, Malone Hegarty, Solicitors, Muckcross Road,
Killarney, Co. Kerry

Determination

The respondent conceded that a redundancy situation existed in the company. The only matter for the Tribunal to decide was the length of service and the gross weekly wage of the appellants.

The appeal under the Redundancy Payments Acts, 1967 to 2007 succeeds and the Tribunal awards a redundancy lump based on the following criteria:

Appellant 1

Date of Birth:	06 July 1974
Date of Commencement:	06 October 2007
Date of Termination:	29 September 2011
Gross Weekly Pay:	€157.50
Non-reckonable Service:	09 May 2009 to 29 September 2011

Appellant 2

Date of Birth:	13 November 1982
Date of Commencement:	10 August 2007
Date of Termination:	29 September 2011
Gross Weekly Pay:	€141.87
Non-reckonable Service:	16 April 2010 to 29 September 2011

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

Sealed with the Seal of the
Employment Appeals Tribunal

This _____

(Sgd.) _____
(CHAIRMAN)