

**EMPLOYMENT APPEALS TRIBUNAL**

APPEAL(S) OF:  
EMPLOYEE 1 - first appellant

CASE NO.  
RP2325/2011

and

EMPLOYEE 2 - second appellant

RP2326/2011

against

EMPLOYER

under

**REDUNDANCY PAYMENTS ACTS, 1967 TO 2007**

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Mr. P. Meghen

Members: Mr. D. Hegarty  
Mr. J. Flavin

heard this appeal in Limerick on 19 November 2012

Representation:  
\_\_\_\_\_

First Appellant:

Mr. Jim McHugh, Wallace Reidy & Co., Solicitors,  
24 Glentworth Street, Limerick

Second Appellant:

Mr. Jim McMahan, McMahan English, Solicitors,  
73 O'Connell Street, Limerick

Respondent(s):

No attendance or representation at the hearing

The decision of the Tribunal was as follows:-

The first appellant claimed that his employment, which commenced on 9 January 2005, ended without prior notice by reason of redundancy on 1 April 2010. His gross weekly pay was €931.86.

The second appellant claimed that his employment, which commenced in February 2002, ended without prior notice by reason of redundancy. His gross weekly pay was €525.72.

No evidence was offered at the hearing 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 (after his due notice period is taken into account):

Date of birth:	25 August 1977
Date of commencement:	09 January 2005
Date of termination:	29 April 2010
Gross weekly pay:	€931.86

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 (after his due notice period is taken into account):

Date of birth:	18 January 1984
Date of commencement:	15 February 2002
Date of termination:	01 March 2010
Gross weekly pay:	€525.72

**Note:**

Payments from the Social Insurance Fund are limited to a maximum of €600.00 per week.

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)