

## EMPLOYMENT APPEALS TRIBUNAL

APPEALS OF:  
EMPLOYEE 1 *-appellant 1*

CASE NO.  
RP2633/2011  
MN112/2013

EMPLOYEE 2 *-appellant 2*

RP2696/2011  
MN113/2013

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: Mr J. Lucey

Members: Mr G. Andrews  
Ms S. Kelly

heard this appeal at Limerick on 14th February 2013

### **Representation:**

Appellants: In Person

Respondent: No appearance or representation on behalf of the respondent

### **Determination**

The Tribunal are satisfied that the respondent was properly put on notice. Both of the appellants' employment ceased when the respondent went away on holidays and failed to return effectively closing the respondent business.

The Tribunal find that the appeals under the Redundancy Payments Acts, 1967 to 2007 and the Minimum Notice and Terms of Employment Acts, 1973 to 2005 succeed and makes an award based on the following criteria;

### *Appellant 1*

Date of Commencement: 28 May 2007  
Date of Termination: 31 August 2011  
Gross Weekly Pay: €440.00

The Tribunal also award €880.00 being the equivalent to two weeks' pay in lieu of notice.  
*Appellant 2*

|                       |                   |
|-----------------------|-------------------|
| Date of Commencement: | 25 September 2008 |
| Date of Termination:  | 31 August 2011    |
| Gross Weekly Pay:     | €360.00           |

The Tribunal also award €720.00 being the equivalent to two weeks' pay in lieu of notice.

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)