

**EMPLOYMENT APPEALS TRIBUNAL**

APPEAL(S) OF:  
EMPLOYEE 1 – *appellant 1*

CASE NO.  
RP1821/2011  
MN1459/2011

EMPLOYEE 2 – *appellant 2*

RP1822/2011  
MN1460/2011

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 P McGrath BL

Members: Mr M Flood  
Ms E Brezina

heard this appeal at Trim on 16th January 2013

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

Appellant(s): Ms Mary Duffy-King  
SIPTU  
Misc Unit, Liberty Hall, Dublin 1

Respondent(s): Mr Oliver O'Sullivan  
Oliver O'Sullivan & Co.,  
Solicitors  
Castlepollard, Co. Westmeath

The decision of the Tribunal was as follows:-

The respondent's representative did not contest the appellants' appeals under the Redundancy Payments Acts, 1967 to 2007, or the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

**Determination:**

The Tribunal is satisfied that a redundancy situation occurred and that the appellants are entitled

to redundancy lump sum payments under the Redundancy Payments Acts, 1967 to 2007, based on the following information:

***Appellant 1:***

Date of Birth: 21 October 1956  
Date of Commencement: 20 July 2006  
Date of Termination: 14 July 2010  
Weekly Gross Pay: €500.00

***Appellant 2:***

Date of Birth: 4 October 1963  
Date of Commencement: 3 March 2007  
Date of Termination: 14 July 2010  
Weekly Gross Pay: €375.00

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

The Tribunal awards ***appellant 1*** €1000.00 (one thousand euro) in respect of 2 weeks' pay under the Minimum Notice and Terms of Employment Acts, 1973 to 2005. The date of termination has been amended to reflect this award.

The Tribunal awards ***appellant 2*** €750.00 (seven hundred and fifty euro) in respect of 2 weeks' pay under the Minimum Notice and Terms of Employment Acts, 1973 to 2005. The date of termination has been amended to reflect this award.

Sealed with the Seal of the

Employment Appeals Tribunal

This \_\_\_\_\_

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