

## EMPLOYMENT APPEALS TRIBUNAL

APPEALS OF:  
EMPLOYEE A –*appellant A*  
EMPLOYEE B- *appellant B*  
EMPLOYEE C - *appellant C*  
EMPLOYEE D - *appellant D*

CASE NO.  
RP1799/2011  
RP1800/2011  
RP1801/2011  
RP1802/2011

against

EMPLOYER

under

### **REDUNDANCY PAYMENTS ACTS, 1967 TO 2007**

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Mr J. Fahy B.L.

Members: Mr T. Gill  
Ms H. Murphy

heard this appeal at Galway on 23rd November 2012

### **Representation:**

Appellant : In person

Respondent : No representation listed

The Tribunal is satisfied that the respondent was properly notified of this hearing.  
Neither the respondent nor a representative on its behalf appeared for this hearing.

Section 15 2B (b) of the Redundancy Payments Act, 1967 as amended by the 1979 Act reads as follows:

*Where the employee temporarily accepts the reduction in remuneration or hours of work and indicates his acceptance to his employer, such a temporary acceptance for a period not exceeding 52 weeks shall not be taken to be an acceptance by the employee of an offer of suitable employment in relation to him.*

The appellants in these cases continued to work under a temporary agreement in excess of fifty-two weeks' albeit under protest and in the continuing expectation that their working week would eventually be restored to their former permanent full time status.

In considering these cases the Tribunal finds, on balance, that the ongoing objections by the appellants to their changed working hours and wages were sufficient to allow their appeals under the Redundancy Payments Acts, 1967 to 2007. Accordingly, the Tribunal awards the appellants statutory lump sums under the above Acts, and based on the following:

	<i>appellant A</i>	<i>appellant B</i>	<i>appellant C</i>	<i>appellant D</i>
Date of Birth:	05. 11. 1972	19. 03.1956	23.09.1975	10.09.1968
Date of Commencement:	28. 08. 2006	27.05.2002	01.03.2002	29.05. 2006
Date of Termination:	22. 01. 2011	22.01.2011	22.01.2011	22.01.2011
Gross Weekly Wage:	€515.00	€550.00	€550.00	€769.16

Statutory lump sum payments have been discharged and accepted by the appellants in these cases, and as follows:

*appellant A*-€3934.38  
*appellant B*-€6052.20  
*appellant C*-€6072.40  
*appellant D*-€4762.68

A statutory weekly ceiling of €600.00 applies to payments from the Social Insurance Fund.

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

This \_\_\_\_\_

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