

EMPLOYMENT APPEALS TRIBUNAL

APPEAL(S) OF:

EMPLOYEE 1 - *first named appellant*

EMPLOYEE 2 - *second named appellant*

against

EMPLOYER - *respondent*

EMPLOYER - *respondent*

under

CASE NO.

MN1852/2011

RP2334/2011

WT709/2011

MN1853/2011

RP2335/2011

WT710/2011

**MINIMUM NOTICE AND TERMS OF EMPLOYMENT ACTS, 1973 TO 2005
REDUNDANCY PAYMENTS ACTS, 1967 TO 2007
ORGANISATION OF WORKING TIME ACT, 1997**

I certify that the Tribunal
(Division of Tribunal)

Chairman: Mr. P. O'Leary B L

Members: Mr D. Peakin
Mr J. Maher

heard this appeal at Dublin on 5th April 2013

Representation: In Person

Appellant(s) : In Person

Respondent(s) : Not Present or Represented

The decision of the Tribunal was as follows:-

Determination:

Having heard the uncontested in this case the Tribunal find the appellants employment with the respondent was terminated by reason of redundancy.

Accordingly the appeals under the Redundancy Payments Acts, 1967 to 2007 is allowed and the appellant is awarded a statutory lump sum under those Acts and based on the following:

First Named Appellant

Date of Birth: 7 April 1953
Date of Commencement : 11 March 1996
Date of Termination: 10 May 2011
Gross Weekly Wage: € 400.00

Loss having been established the Tribunal awards the sum of € 3,200.00, this being eight weeks gross wages, under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

The Tribunal also awards the sum of € 1,600.00, this being four weeks gross pay, under the Organisation of Working Time, 1997.

Second Named Appellant

Date of Birth: 15 January 1954
Date of Commencement : 13 October 1997
Date of Termination: 27 April 2011
Gross Weekly Wage: € 400.00

Loss having been established the Tribunal awards the sum of € 2,400.00, this being six weeks gross wages, under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

The Tribunal also awards the sum of € 1,600.00, this being four weeks gross pay, under the Organisation of Working Time, 1997.

These awards are subject to the appellants having been in employment which is insurable for all purposes under the Social Welfare Consolidation Act 2005.

Sealed with the Seal of the
Employment Appeals Tribunal

This _____

(Sgd.) _____
(CHAIRMAN)