

EMPLOYMENT APPEALS TRIBUNAL

APPEALS OF:	CASE NOS
EMPLOYEE 1 - Appellant no. 1	RP2847/11 MN2289/11
EMPLOYEE 2 – Appellant No. 2	RP2848/11 MN2290/11
EMPLOYEE 3 - Appellant No. 3	RP2849/11 MN2291/11
EMPLOYEE 4 - Appellant No. 4	RP2850/11 MN2292/11
EMPLOYEE 5 - Appellant No. 5	RP2851/11 MN2293/11
EMPLOYEE 6- Appellant No. 6	RP2852/11 MN2294/11
EMPLOYEE 7 - Appellant No.7	RP2853/11 MN2295/11
EMPLOYEE 8 - Appellant No. 8	RP2854/11 MN2296/11
EMPLOYEE 9 - Appellant No. 9	RP2855/11 MN2297/11
EMPLOYEE 10 - Appellant No. 10	MN2298/11

Against

EMPLOYER - Respondent

Under

MINIMUM NOTICE AND TERMS OF EMPLOYMENT ACTS, 1973 TO 2005

REDUNDANCY PAYMENTS ACTS, 1967 TO 2007

I certify that the Tribunal
(Division of Tribunal)

Chairman: Mr J. Lucey

Members: Mr G. Andrews
Mr F. Dorgan

heard these appeals at Limerick on 16th April 2013.

Representation:

Appellants: Mr. Gerard Tobin, Limerick Citizens Information Centre, 54
Catherine Street, Limerick

Respondent: No appearance by or on behalf of the respondent

The decision of the Tribunal was as follows:-

Determination:

The Tribunal is satisfied that the respondent was duly notified of the hearing. Neither the respondent nor a representative on his behalf appeared at the hearing.

Appellant No. 1

Based on uncontested evidence of this appellant the Tribunal awards her a redundancy payment under the Redundancy Payments Acts, 1967 to 2007 based on the following criteria:

Date of Birth:	23rd August 1986
Date of Commencement:	1 st May 2008
Date of Termination:	1 st November 2011
Gross Weekly Wage:	€322.21

This award is made subject to the appellant fulfilling current social welfare requirements in relation to PRSI contributions.

The Tribunal also awards the claimant €644.42 being the equivalent of two weeks pay under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

Appellant No. 2

Based on uncontested evidence of this appellant the Tribunal awards her a redundancy payment under the Redundancy Payments Acts, 1967 to 2007 based on the following criteria:

Date of Birth: 10th January 1980
Date of Commencement: 1st February 2000
Date of Termination: 1st November 2011
Gross Weekly Wage: €400.00

This award is made subject to the appellant fulfilling current social welfare requirements in relation to PRSI contributions.

The Tribunal also awards the claimant €2,400.00 being the equivalent of six weeks pay under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

Appellant No. 3

Based on uncontested evidence of this appellant the Tribunal awards her a redundancy payment under the Redundancy Payments Acts, 1967 to 2007 based on the following criteria:

Date of Birth: 2nd December 1985
Date of Commencement: 1st Mar 2007
Date of Termination: 1st November 2011
Gross Weekly Wage: €270.00

This award is made subject to the appellant fulfilling current social welfare requirements in relation to PRSI contributions.

The Tribunal also awards the claimant €540.00 being the equivalent of two weeks pay under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

Appellant No. 4

Based on uncontested evidence of this appellant the Tribunal awards her a redundancy payment under the Redundancy Payments Acts, 1967 to 2007 based on the following criteria:

Date of Birth: 15th April 1977
Date of Commencement: 23rd February 2006
Date of Termination: 1st November 2011
Gross Weekly Wage: €420.00

This award is made subject to the appellant fulfilling current social welfare requirements in relation to PRSI contributions.

The Tribunal also awards the claimant €1680.00 being the equivalent of four weeks pay under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

Appellant No. 5

Based on uncontested evidence of this appellant the Tribunal awards her a redundancy payment under the Redundancy Payments Acts, 1967 to 2007 based on the following criteria:

Date of Birth: 31st July 1975
Date of Commencement: 1st June 2003
Date of Termination: 1st November 2011
Gross Weekly Wage: €542.77

This award is made subject to the appellant fulfilling current social welfare requirements in relation to PRSI contributions.

The Tribunal also awards the claimant €2,171.08 being the equivalent of four weeks pay under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

Appellant No. 6

Based on uncontested evidence of this appellant the Tribunal awards her a redundancy payment under the Redundancy Payments Acts, 1967 to 2007 based on the following criteria:

Date of Birth: 4th December 1977
Date of Commencement: 4th December 2002
Date of Termination: 1st November 2011
Gross Weekly Wage: €500.00

This award is made subject to the appellant fulfilling current social welfare requirements in relation to PRSI contributions.

The Tribunal also awards the claimant €2,000.00 being the equivalent of four weeks pay under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

Appellant No. 7

Based on uncontested evidence of this appellant the Tribunal awards her a redundancy payment under the Redundancy Payments Acts, 1967 to 2007 based on the following criteria:

Date of Birth: 4th February 1987
Date of Commencement: 2nd May 2005
Date of Termination: 1st November 2011
Gross Weekly Wage: €520.00

This award is made subject to the appellant fulfilling current social welfare requirements in relation to PRSI contributions.

The Tribunal also awards the claimant €2,080.00 being the equivalent of four weeks pay under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

Appellant No. 8

Based on uncontested evidence of this appellant the Tribunal awards her a redundancy payment under the Redundancy Payments Acts, 1967 to 2007 based on the following criteria:

Date of Birth: 27th February 1983
Date of Commencement: 1st December 2002
Date of Termination: 1st November 2011
Gross Weekly Wage: €287.67

This award is made subject to the appellant fulfilling current social welfare requirements in relation to PRSI contributions.

The Tribunal also awards the claimant €1,150.68 being the equivalent of four weeks pay under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

Appellant No. 9

Based on uncontested evidence of this appellant the Tribunal awards her a redundancy payment under the Redundancy Payments Acts, 1967 to 2007 based on the following criteria:

Date of Birth: 19th May 1980
Date of Commencement: 1st February 2004
Date of Termination: 1st November 2011
Gross Weekly Wage: €600.00

This award is made subject to the appellant fulfilling current social welfare requirements in relation to PRSI contributions.

The Tribunal also awards the claimant €2,400.00 being the equivalent of four weeks pay under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

It should be noted that a statutory weekly ceiling of €600.00 currently applies to payments from the Social Insurance Fund.

Appellant No. 10

Based on uncontested evidence of this appellant the Tribunal awards him a redundancy payment under the Redundancy Payments Acts, 1967 to 2007 based on the following criteria:

Date of Birth: 20th September 1973
Date of Commencement: 1st February 1998
Date of Termination: 1st November 2011
Gross Weekly Wage: €589.62

This award is made subject to the appellant fulfilling current social welfare requirements in

relation to PRSI contributions.

The Tribunal also awards the claimant €3,537.72 being the equivalent of six weeks pay under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

Sealed with the Seal of the
Employment Appeals Tribunal

This _____

(Sgd.) _____
(CHAIRMAN)