

**EMPLOYMENT APPEALS TRIBUNAL**

<b>APPEALS OF:</b>	<b>CASE NOS</b>
EMPLOYEE 1 - <b>Appellant no. 1</b>	RP2847/11 MN2289/11
EMPLOYEE 2 – <b>Appellant No. 2</b>	RP2848/11 MN2290/11
EMPLOYEE 3 - <b>Appellant No. 3</b>	RP2849/11 MN2291/11
EMPLOYEE 4 - <b>Appellant No. 4</b>	RP2850/11 MN2292/11
EMPLOYEE 5 - <b>Appellant No. 5</b>	RP2851/11 MN2293/11
EMPLOYEE 6- <b>Appellant No. 6</b>	RP2852/11 MN2294/11
EMPLOYEE 7 - <b>Appellant No.7</b>	RP2853/11 MN2295/11
EMPLOYEE 8 - <b>Appellant No. 8</b>	RP2854/11 MN2296/11
EMPLOYEE 9 - <b>Appellant No. 9</b>	RP2855/11 MN2297/11
EMPLOYEE 10 - <b>Appellant No. 10</b>	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 <sup>st</sup> May 2008
Date of Termination:	1 <sup>st</sup> 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: 10<sup>th</sup> January 1980  
Date of Commencement: 1<sup>st</sup> February 2000  
Date of Termination: 1<sup>st</sup> 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: 2<sup>nd</sup> December 1985  
Date of Commencement: 1<sup>st</sup> Mar 2007  
Date of Termination: 1<sup>st</sup> 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: 15<sup>th</sup> April 1977  
Date of Commencement: 23<sup>rd</sup> February 2006  
Date of Termination: 1<sup>st</sup> 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: 31<sup>st</sup> July 1975  
Date of Commencement: 1<sup>st</sup> June 2003  
Date of Termination: 1<sup>st</sup> 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: 4<sup>th</sup> December 1977  
Date of Commencement: 4<sup>th</sup> December 2002  
Date of Termination: 1<sup>st</sup> 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: 4<sup>th</sup> February 1987  
Date of Commencement: 2<sup>nd</sup> May 2005  
Date of Termination: 1<sup>st</sup> 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: 27<sup>th</sup> February 1983  
Date of Commencement: 1<sup>st</sup> December 2002  
Date of Termination: 1<sup>st</sup> 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: 19<sup>th</sup> May 1980  
Date of Commencement: 1<sup>st</sup> February 2004  
Date of Termination: 1<sup>st</sup> 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: 20<sup>th</sup> September 1973  
Date of Commencement: 1<sup>st</sup> February 1998  
Date of Termination: 1<sup>st</sup> 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)