

## EMPLOYMENT APPEALS TRIBUNAL

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

CASE NO.  
RP1262/2009  
MN1123/2009

EMPLOYEE *-appellant 2*

RP1263/2009  
MN1124/2009

Against

EMPLOYER *-respondent*

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 C. Egan B.L.

Members: Mr T. Gill  
Ms H. Henry

heard this appeal at Loughrea on 9th March 2010

#### **Representation:**

Appellant: In Person

Respondent: In Person

#### **Determination**

The respondent conceded that a redundancy situation existed. The Tribunal awards the appellants a redundancy lump sum under the Redundancy Payments Acts, 1967 to 2007 based on the following criteria:

#### **Appellant 1**

Date of Birth: 18<sup>th</sup> January 1976  
Date of Commencement: 29<sup>th</sup> May 2006  
Date of Termination: 23<sup>rd</sup> April 2009  
Gross Pay: €300.00

This award is made subject to the appellant having been in insurable employment under the Social

Welfare Acts during the relevant period.

The Tribunal awards the appellant €600.00, being two weeks' pays, under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

**Appellant 2**

Date of Birth:	15 <sup>th</sup> March 1978
Date of Commencement:	25 <sup>th</sup> April 2005
Date of Termination:	23 <sup>rd</sup> April 2009
Gross Pay:	€316.00

This award is made subject to the appellant having been in insurable employment under the Social Welfare Acts during the relevant period.

The Tribunal awards the appellant €632.00, being two weeks' pays, under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

Sealed with the Seal of the

Employment Appeals Tribunal

This \_\_\_\_\_

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

(CHAIRMAN)