

EMPLOYMENT APPEALS TRIBUNAL

APPEALS OF:

CASE NO.

EMPLOYEE - appellant 1

RP724/2009

EMPLOYEE - appellant 2

RP725/2009

EMPLOYEE - appellant 3

RP726/2009

EMPLOYEE - appellant 4

RP727/2009

Against

EMPLOYER - respondent

under

REDUNDANCY PAYMENTS ACTS, 1967 TO 2007

I certify that the Tribunal
(Division of Tribunal)

Chairman: Ms. M. Levey B.L.

Members: Mr J. Goulding
Mr. J. Dorney

heard these appeals at Dublin on 5th February 2010 and 19th April 2010.

Representation:

Appellant: Mr Brendan MacPartlin, Crosscare, 1 Cathedral Street,
Dublin 1 - on 5th February 2010 and 19th April 2010.

Respondent: In person on 5th February 2010 and no appearance by or on behalf of the respondent
on 19th April 2010.

The decision of the Tribunal was as follows:-

Determination:

The Tribunal is satisfied that the respondent was duly notified of the hearing on 19th April 2010. Neither the respondent nor a representative on his behalf appeared at the hearing. The respondent appeared in person on the previous day and acknowledged the appellants were on lay off for a considerable period of time. The Tribunal is satisfied that a redundancy situation existed.

The Tribunal finds that the appellants are entitled to a redundancy lump sum under the Redundancy Payments Acts, 1967 to 2007 based on the following criteria:

Appellant 1

Date of Birth: 3rd December 1970
Date of Commencement: 20th March 2006
Date of Termination: 30th January 2009
Gross Weekly Wage: €784.68

Appellant 2

Date of Birth: 20th April 1960
Date of Commencement: 5th September 2005
Date of Termination: 8th January 2009
Gross Weekly Wage: €900.62

Appellant 3

Date of Birth: 23rd May 1974
Date of Commencement: 20th March 2006
Date of Termination: 8th January 2009
Gross Weekly Wage: €728.73

Appellant 4

Date of Birth: 16th July 1969
Date of Commencement: 5th September 2005
Date of Termination: 30th January 2009
Gross Weekly Wage: €778.99

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

These awards are made subject to the appellants fulfilling current social welfare requirements in relation to PRSI contributions.

Sealed with the Seal of the

Employment Appeals Tribunal

This _____

(Sgd.) _____
(CHAIRMAN)