

EMPLOYMENT APPEALS TRIBUNAL

CLAIM OF:
Employee

CASE NO.
UD310/2006

against

2 Employers

under

UNFAIR DISMISSALS ACTS, 1977 TO 2001

I certify that the Tribunal
(Division of Tribunal)

Chairman: Mr L. Ó Catháin
Members: Mr. P. Casey
Mr J. McDonnell

heard this claim at Cork on 15th May 2007

Representation:

Claimant: In person

Respondent: In person

The determination of the Tribunal was as follows:

Determination:

The claimant in this case had not one year's service to bring a claim under the Unfair Dismissals Acts, 1977 to 2001. The claimant's case is that she was dismissed by reason of her pregnancy and therefore could bring a claim under the above Act.

From the outset the Chairman of the Tribunal ascertained from the claimant if she had had sufficient grasp of English and she acknowledged that she had and the Tribunal deemed that she did and emphasised the point.

Having heard all the evidence the Tribunal determines that the claimant failed to establish any connection between her pregnancy and her dismissal.

The employer produced contemporaneous notes to show that her performance was not satisfactory during her probationary period. Her performance was not acceptable and she was let-go.

Accordingly, the Tribunal determines that the claimant was not dismissed by reason of her pregnancy. The Claimant therefore has not enough service required to bring a claim under the Unfair Dismissals Acts, 1977 to 2001.

Sealed with the Seal of the
Employment Appeals Tribunal

This _____

(Sgd.) _____
(CHAIRMAN)

