

## EMPLOYMENT APPEALS TRIBUNAL

APPEALS OF:  
EMPLOYEE *-appellant 1*

CASE NO.  
PW91/2009  
TE74/2009

EMPLOYEE *-appellant 2*

PW92/2009  
TE75/2009

EMPLOYEE *-appellant 3*

PW93/2009  
TE76/2009

EMPLOYEE *-appellant 4*

PW94/2009  
TE77/2009

EMPLOYEE *-appellant 5*

PW95/2009  
TE78/2009

against the recommendation of the Rights Commissioner in the case of:

EMPLOYER

under

### **PAYMENT OF WAGES ACT, 1991 TERMS OF EMPLOYMENT (INFORMATION) ACT, 1994 AND 2001**

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Mr. D. Mac Carthy S. C.

Members: Ms J. Winters  
Mr. P. Woods

heard this appeal at Dublin on 23rd February 2010

#### **Representation:**

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Appellants: Mr. Peter Leonard B.L. instructed by Mr. Blazej Nowak,  
Polish Consultancy Enterprise, 19 Talbot Street, Dublin 1

Respondent: In Person

#### **Determination**

The appellant's representative formally withdrew the appeals under the Payment of Wages Act 1991.

The Tribunal notes that an effort was made by the respondent to comply with the requirements

under the Terms of Employment (Information) Act, 1994 and 2001 but finds that there was not full compliance. An award is therefore required, but the maximum would not be appropriate. The Tribunal varies the recommendations of the Rights Commissioner under the Terms of Employment (Information) Act, 1994 and 2001 and awards compensation to the appellants as follows;

Appellant 1: €700.00

Appellant 2: €700.00

Appellant 3: €700.00

Appellant 4: €700.00

Appellant 5: €700.00

Sealed with the Seal of the

Employment Appeals Tribunal

This \_\_\_\_\_

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

