

## EMPLOYMENT APPEALS TRIBUNAL

**APPEAL OF:**

**CASE NO.**

EMPLOYER - appellant

TE154/10

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

EMPLOYEE - respondent

**under**

### **TERMS OF EMPLOYMENT (INFORMATION) ACTS, 1994 AND 2001**

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Ms N. O'Carroll Kelly BL

Members: Mr. B. Kealy  
Mr. C. Ryan

heard this appeal at Naas on 6<sup>th</sup> April 2011.

### **Representation:**

Appellant: Ms Ciara Bradshaw BL, instructed by Mr. John White, Bolger, White, Egan & Flanagan, Solicitors, 8 Lismard Court, Portlaoise, Co. Laois

Respondent: Mr. Richard Grogan, Richard Grogan & Associates Solicitors, 16 & 17 College Green, Dublin 2

This case came before the Tribunal by way of the employer appealing the decision of the Rights Commissioner ref: (r-087107-te-09/TH).

The decision of the Tribunal was as follows:

### **Determination:**

The Tribunal carefully considered the evidence adduced at this hearing. The Tribunal is satisfied that there were minor technical shortcomings in the respondent's contract of employment. However, most of the shortcomings were verbally explained to the respondent who did not suffer

any disadvantage.

The Tribunal varies the decision of the Rights Commissioner and awards the respondent €100.00 under the Terms of Employment (Information) Acts, 1994 and 2001.

Sealed with the Seal of the

Employment Appeals Tribunal

This \_\_\_\_\_

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