

**EMPLOYMENT APPEALS TRIBUNAL**

APPEALS OF:

CASE NO.

EMPLOYEE – **first named appellant**

TE142/2010

EMPLOYEE – **second named appellant**

TE143/2010

For implementation of the recommendations of the Rights Commissioner,  
**R-078644-TE-09/TB** and **R-078647-TE-09/TB** respectively, in the case of:

EMPLOYER -**respondent**

under

**TERMS OF EMPLOYMENT (INFORMATION) ACTS, 1994 TO 2001**

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Ms. P. McGrath BL

Members: Mr. T. O'Grady

Mr. F. Keoghan

heard these appeals at Dublin on 12 October 2011

Representation:

Appellant:

Mr. Blazej Nowak, Polish Consultancy Enterprise,  
107 Amiens Street, Dublin 1

Respondent:

No appearance by, or representation on behalf of the respondent

The determination of the Tribunal was as follows: -

**Determination**

The Tribunal, being satisfied that the recommendations of the Rights Commissioner have not been carried out, the time for bringing appeals having expired and no such appeals having been brought, makes a determination to the like effect as the recommendations and awards €1,000-00 each to both the first and second named appellants under the Terms of Employment (Information) Acts, 1994 to 2001

Sealed with the Seal of the

Employment Appeals Tribunal

This \_\_\_\_\_

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