

EMPLOYMENT APPEALS TRIBUNAL

APPEAL OF:

CASE NO.

EMPLOYEE - appellant

TE92/2009

against the recommendation of the Rights Commissioner
(r-069283-te-08/GC) in the case of:

EMPLOYER – respondent

Under

TERMS OF EMPLOYMENT (INFORMATION) ACT, 1994 AND 2001

I certify that the Tribunal
(Division of Tribunal)

Chairman: Ms K.T. O'Mahony B.L.

Members: Mr T.L. Gill
Mr T. Kelly

heard this appeal at Nenagh on 27 April 2010

Representation:

Appellant: Mr. Blazej Nowak, Polish Consultancy Enterprise, 19 Talbot Street, Dublin 1

Respondent: Mr. Ambrose Downey, IR/HR Executive, IBEC, Gardner House, Bank Place,
Charlotte Quay, Limerick

This case came before the Tribunal by way of an employee appealing against the Recommendation of the Rights Commissioner ref :(r-069283-te-08/GC)

The decision of the Tribunal was as follows:

Determination

During the course of his employment the claimant did not receive a written statement of the terms of his employment. The appellant did not know that he should have received such statement until he sought advice as a result of being dismissed. The Tribunal varies the recommendation of the Rights Commissioner and awards the appellant €1,100-00, being the equivalent of two weeks' pay, under the Terms of Employment (Information) Act, 1994 and 2001.

Sealed with the Seal of the

Employment Appeals Tribunal

This _____

(Sgd.) _____
(CHAIRMAN)