

## EMPLOYMENT APPEALS TRIBUNAL

APPEALS OF:  
EMPLOYEE  
EMPLOYEE  
EMPLOYEE

CASE NO.  
PW215/2010, TE192/2010  
PW216/2010,TE193/2010  
PW217/2010,TE194/2010

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 L. Ó Catháin

Members: Mr. P. Casey  
Mr J. Flavin

heard this appeal at Cork on 2nd February 2012

### **Representation:**

Appellants: Mr Noel Murphy, Independent Workers Union, 55 North Main Street, Cork

Respondent: Ms Maeve Cahill, IBEC, Knockrea House, Douglas Road, Cork

These cases came before the Tribunal by way of appeals against a Rights' Commissioner's recommendations references r-090476/090487/090483-pw-10 JOC and r-090479/090486/090485-te-10 JOC

The decision of the Tribunal was as follows:

The Tribunal was satisfied that the appellants properly notified the respondent of their intention to appeal the above cases.

The Tribunal then heard a detailed and impressive submission from the appellant's representative and evidence from one of those appellants. This was followed by evidence from a human resource manager of this voluntary limited company and a higher executive officer from the Department of Social Protection.

Having considered the issues the Tribunal upholds the Findings of the Right's Commissioner in all

cases under the Payment of Wages Acts, 1991 and the Terms of Employment (Information) Act, 1994 and 2001

Sealed with the Seal of the  
Employment Appeals Tribunal

This \_\_\_\_\_

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

