

## EMPLOYMENT APPEALS TRIBUNAL

**APPEAL(S) OF:**

EMPLOYEE

*First named appellant*

**CASE NO.**

TE88/2010

EMPLOYEE

*Second named appellant*

TE89/2010

for implementation of the recommendation of the Rights Commissioner  
in the case of:

EMPLOYER

*Respondent*

under

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

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Mr J Flanagan B.L.

Members: Mr M Carr  
Mr G Whyte

heard this appeal at Dublin on 6<sup>th</sup> July 2011

#### **Representation**

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

Respondent: Ms Muireann McEnery, Peninsula Business Services (Ireland) Limited, Unit 3  
Ground Floor, Block S, East Point Business Park, Dublin 3

This case came before the Tribunal by way of employees seeking implementation of the Recommendations of the Rights Commissioner under the Terms of Employment (Information) Acts, 1994 and 2001 Ref: (r-081265-te-09/GC, r-081247-te-09/GC)

The decision of the Tribunal was as follows:

#### **Determination**

The Tribunal, is satisfied that the recommendations of the Rights Commissioner made under section 7 of the Terms of Employment Act 1994 to 2001 has not been carried out by the employer/respondent in accordance with its terms or at all and it is further satisfied that the prescribed six-week time limit for bringing an appeal against the recommendation has expired and no such appeal has been brought. Accordingly, the Tribunal makes a determination to like effect as the Rights Commissioner's recommendation that the respondent pays the first named appellant €100.00 and the second named appellant €100.00 under the Terms of Employment (Information) Act, 1994 and 2001.

Sealed with the Seal of the  
Employment Appeals Tribunal

This \_\_\_\_\_

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