

## EMPLOYMENT APPEALS TRIBUNAL

**APPEAL OF:**

**CASE NO.  
TE122/2012**

EMPLOYEE – *appellant*

against the decision of the Rights Commissioner in the case of

EMPLOYER – *respondent*

under

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

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Ms K. T. O'Mahony BL

Members: Mr D. Hegarty  
Ms J. Flavin

heard this claim at Cork on 5<sup>th</sup> February 2013

Representation:

Appellant: In person

Respondent:

The determination of the Tribunal was as follows:

This case came before the Tribunal as an appeal by an employer of a decision of the Rights Commission number r-110441-te-11/JOC.

#### **Determination**

The appellant gave the Tribunal a copy of the terms and conditions dated 25<sup>th</sup> August 2003 that he had given the respondent at the start of his employment. The Tribunal finds that this document is deficient in that the respondent failed to provide a number of particulars, including those on overtime, sick leave and pensions, as required by the Act.

The Tribunal varies the decision of the Rights Commissioner and awards the respondent the sum of €750.00 under the Terms of Employment (Information) Acts 1994 and 2001

Sealed with the Seal of the  
Employment Appeals Tribunal

This \_\_\_\_\_

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