

EMPLOYMENT APPEALS TRIBUNAL

APPEAL OF:
EMPLOYEE

CASE NO.
TE15/2012

- *appellant*

against 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 D. MacCarthy S.C.

Members: Mr D. Moore
Mr M.O'Reilly

heard this appeal at Dublin on 14th May 2013

Representation:

Appellant

Respondent :

This hearing came before the Tribunal by way of an appeal by a former employee of the respondent against a recommendation by a Rights' Commissioner reference 11487-te-11/GC.

The decision of the Tribunal was as follows:

Background:

The appellant contends that although she signed a document in 2006 she did not receive a copy until she requested it in 2011. The appellant contends that the terms of the employment do not contain numerous details as provided for in Section 3 of the Act. (Section 3 (a) to (g) was quoted)

The respondent contends the appellant was provided with written terms within the first two months of her employment. The respondent stated some of the details were not specifically contained in the contract but the information was available to her.

Determination:

The Tribunal uphold the appeal having found the respondent did not follow the proper guidelines as set out in the Act. However the Tribunal find there were only minor omissions

made by the respondent.

The Tribunal awards the sum of € 150.00 under the Terms of Employment (Information) Act, 1994 and 2001.

Sealed with the Seal of the
Employment Appeals Tribunal

This _____

(Sgd.) _____
(CHAIRMAN)