



An Binse Achomhairc Fostaíochta
Employment Appeals Tribunal

Employment Appeals Tribunal

Annual Report

2024

Presented to the Minister for Enterprise, Trade and Employment under
Section 39 (18) of the Redundancy Payments Acts 1967 to 2014

Contents

Chairman's Foreword	3
Members and Composition of the Employment Appeals Tribunal 2024	5
Dissolution of the Employment Appeals Tribunal	6
Contact	6
Case statistics	7
Appeals to the Higher Courts	7
Determinations of the Employment Appeals Tribunal	8

Mission Statement

‘To provide an inexpensive and relatively informal means for the adjudication of disputes on employment rights under the body of legislation that comes within the scope of the Tribunal.’

Chairman's Foreword

Dear Minister

I am pleased to submit to you the 57th Annual Report of the Employment Appeals Tribunal for the year 2024, in accordance with Section 39 (18) of the Redundancy Payments Acts 1967 to 2014. The Redundancy Appeals Tribunal, established under that Act, became known as the Employment Appeals Tribunal under the Unfair Dismissals Act, 1977 and will hereinafter be referred to as the Tribunal.

The Tribunal is an independent quasi-judicial body which derives its jurisdiction from several employment protection statutes. The major part of the Tribunal's work is to adjudicate on employment law disputes arising on the termination of the employment relationship. It also has an appellant function with regard to disputes that arise during the course of the employment relationship. However, under the Unfair Dismissal Acts 1977 to 1993 a claimant could elect to have his/her case for unfair dismissal heard in private before a Rights Commissioner or in public before the Tribunal. In the former instance an appeal lay to the Tribunal. Each year a majority of claimants elected to have their unfair dismissal claim heard in public by the Tribunal. The Tribunal deals exclusively with individual employment rights disputes rather than disputes of interest.

The Tribunal's decisions, in general, are based on the sworn oral evidence, including cross examination, of the parties and their witnesses. All hearings before the Tribunal are in public, unless an application by either party to have the case heard in-camera, is granted.

As part of the reorganisation of the employment disputes resolution bodies under the Workplace Relations Act 2015 a two-tier adjudication system has replaced the original system. The reorganised system consists of the Workplace Relations Commission as the first instance body and the Labour Court as the appellate body. These two bodies now adjudicate on all employment disputes, whether disputes of rights or interests. Vesting day for the reorganised system was 1st October 2015.

During 2024 the Tribunal disposed of 2 case files and have now finalised all legacy cases.

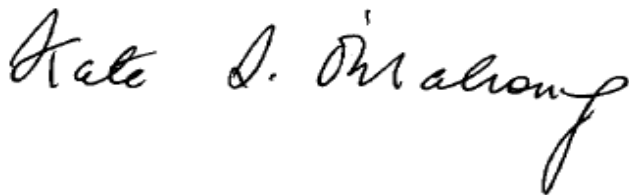
On behalf of the members of the Tribunal and myself I wish to extend our deep sympathy to the Brezina family on the death of Eva Brezina who was a long standing and valued member of the Tribunal.

I thank you Minister and the Department for providing the facilities and resources to enable the Tribunal to carry out its work in 2024.

Finally, I would like to thank Therese Hickey of the Secretariat for the invaluable support she continues to give to the Tribunal. Her experience and expertise in the

administration function of the Tribunal coupled with her invariable good humour make her a pleasure to work with. I would like to express my sincere gratitude to the members of the Tribunal for their continuing commitment. Their knowledge and expertise are an invaluable asset to the Tribunal.

Yours sincerely

A handwritten signature in black ink, reading "Kate T. O'Mahony". The script is cursive and fluid, with the first name "Kate" and last name "O'Mahony" clearly legible.

Kate T O'Mahony BL
Chairman

Members of the Tribunal 2024

CHAIRMAN			
Kate T O'Mahony B.L.			
VICE-CHAIRMEN	EMPLOYERS' PANEL	EMPLOYEES' PANEL	Secretary to the Tribunal
Penelope McGrath B.L.	Joe Browne	Noel Dowling	Ms. Bernie Byrne Mr. Robert Furlong
Niamh O'Carroll Kelly B.L	James O'Neill	Suzanne Kelly	
	Neil Ormond		

1. Dissolution of the Employment Appeals Tribunal

1.1 Workplace Relations Act 2015

Under the Workplace Relations Act 2015 (No.16 of 2015), the functions of the Employment Appeals Tribunal ceased in relation to new claims or appeals and no such cases have been lodged with the Tribunal since 1st October 2015. The Workplace Relations Commission has assumed, inter alia, the first-instance functions of the Employment Appeals Tribunal. The Labour Court now has sole appellate jurisdiction in all disputes arising under employment rights legalisation. All new employment rights claims and appeals are being lodged with the Workplace Relations Commission and the Labour Court respectively since 1st October 2015.

The Tribunal retained its implementation function in respect of Rights Commissioners' Recommendations but this function remains to be transferred within the reformed system.

1.2 Dissolution of the EAT

All legacy cases lodged with the Tribunal before 1st October 2015 are now finalised before the Tribunal at the year end of 2024. However, in 2024, the Tribunal has been notified of one case which has been appealed to both the High Court and the Circuit Court.

2. Contact

The Secretariat can be contacted at:

**Employment Appeals Tribunal
Lansdowne House
Lansdowne Road
Dublin 4
D04 A3A8**

**Phone: 01 6313085
Email: eat@enterprise.gov.ie**

3. Case Statistics

3.1 Legacy Cases Disposed of in 2024

During 2024, the Tribunal disposed of 2 case files comprising the following:

CASE TYPE	TOTAL DISPOSED
Redundancy Payment Acts 1967-2014	-
Minimum Notice and Terms of Employment Acts 1973-2005	-
Unfair Dismissal Acts, 1977 to 2007	2
Protection of Employees (Employers' Insolvency) Acts 1984-2012	-
Organisation of Working Time Act 1997	-
Maternity Protection Acts 1994 and 2004	-
Payment of Wages Act 1991	-
Terms of Employment (Information) Acts 1994-2014	-
Parental Leave Acts 1998 and 2006	-
TOTAL	2 Claims Finalised

3.2 Cases Referred in 2024

There were no applications to implement a decision or recommendation of the Rights Commissioners.

3.3 Cases remaining to be finalised

At the end of 2024 all legacy cases have been heard and finalised by the Tribunal

4. Appeals to the Higher Courts

Determinations of the Tribunal may be judicially reviewed or, under certain Acts, appealed on a point of law to the High Court.

Under the Unfair Dismissals Acts a Determination may be appealed to the Circuit Court within six weeks of the date on which the Determination is communicated to the parties. The procedure for appealing Tribunal Determinations is set out in Circuit Court Rules (www.courts.ie). The regulations also provide a means for the Tribunal to be informed of the referral and the result of cases appealed to the Circuit Court.

5. Determinations of the Tribunal

The Tribunal maintains a public register of its Determinations, in accordance with statute. The Register is open for inspection, free of charge, by any member of the public during normal business hours at its offices in Lansdowne House. Determinations are also available on the website www.workplacerelations.ie.