

ANNEXE 1 (A)

SUMMARY OF CLAIMS REFERRED TO THE TRIBUNAL IN 2005 AND THE OUTCOME OF THE CLAIMS DISPOSED OF IN 2005

Act	Number of Claims referred* ¹	Allowed	Dismissed	Withdrawn during Hearing	Withdrawn prior to Hearing	Total Number of Claims Disposed of* ²
Redundancy Payments	621	200	99	128	210	637
Minimum Notice and Terms of Employment	1035	203	119	326	328	976
Unfair Dismissal (Direct Claims)	1280	163	160	507	437	1267
Protection of Employees (Employers' Insolvency)	9	1	1	0	0	2
Organisation of Working Time	486	43	54	144	140	381
PT Workers	0	0	0	1	0	1
TOTAL	3,431	610	433	1,106	1,115	3,264

*1. Some claims referred in 2005 not yet disposed of

*2. Some claims disposed of in 2005 were referred in 2004

Appeals against the Recommendations of Rights Commissioners are excluded - See Annexe 1 (B)

ANNEXE 1 (B)
SUMMARY OF APPEALS AGAINST THE RECOMMENDATIONS OF RIGHTS COMMISSIONERS REFERRED TO THE TRIBUNAL IN 2005 AND THE OUTCOME OF THE APPEALS DISPOSED OF IN 2005

Legislation	Total Referred	Appeals By Employees						Cases disposed	Appeals by Employers						Cases Disposed	Total Disposed
		No referred	Outcome of Appeals						No Referred	Outcome of Appeals						
			I **	Rec upheld	Rec upset	Rec Varied	Appeals Withdrawn			Rec upheld	Rec upset	Rec Varied	Appeals Withdrawn			
Unfair Dismissal Acts, 1977-2001	134	99	38	15	1	1	29	84	35	2	1	6	21	30	114	
Payment of Wages Act, 1991	110	55	0	10	0	1	11	22	55	10	3	6	23	42	64	
Terms of Employment (Information) Act, 1994 & 2001	28	20	10	1	0	0	5	16	8	1	0	2	2	5	21	
Maternity Protection Act, 1994	2	1	0	0	0	0	1	1	1	0	0	0	0	0	1	
Parental Leave Act, 1998	1	1	0	0	1	0	1	2	0	1	0	0	0	1	3	
EC (Transfer of Undertakings) Regulations 2003	21	19	0	0	0	0	0	0	2	0	0	0	0	0	0	
EC (Protection of Employment) Regulations 2000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Total	296	195	48	26	2	2	47	125	101	14	4	14	46	78	203	

** I - Claims referred for **Implementation**, which were disposed of by the EAT in 2005. See Annex 1C for details.

* Some appeals referred in 2005 not yet disposed of

* Some appeals disposed of in 2005 were referred in 2004

ANNEXE 1(C)

**SUMMARY OF CLAIMS FOR IMPLEMENTATION REFERRED AND DISPOSED OF IN 2005 WHERE THE
RECOMMENDATIONS OF THE RIGHTS COMMISSIONERS WERE NOT CARRIED OUT**

Legislation	Total number of claims referred	Upheld	Upset	Appeals Withdrawn	Total Number of claims disposed of
Unfair Dismissals Act 1977 – 2001	41	16	1	21	38
Terms of Employment (Information) Act 1994 – 2001	13	6	0	4	10
EC (Transfer of undertakings) Regulations 2003	7	0	0	0	0
Total	61	22	1	25	48

ANNEXE 1(D)

SUMMARY OUTCOME OF ALL APPEALS AGAINST THE RECOMMENDATIONS OF THE RIGHTS COMMISSIONERS, AND OF CLAIMS FOR IMPLEMENTATION WHERE THE RECOMMENDATIONS OF THE RIGHTS COMMISSIONER WERE NOT CARRIED OUT DURING 2005

Total number of appeals referred	Rec. Upheld	Rec. Upset	Rec. Varied	Appeals Withdrawn	Implementation	Total number of appeals disposed of
292	40	6	16	93	48	203

ANNEX 1(E)

**AVERAGE WAITING PERIOD BETWEEN DATE OF RECEIPT AND DATE OF HEARING OF CASES IN 2003, 2004 AND 2005 WITH
COMPARATIVE FIGURES OF TRIBUNAL'S WORKLOAD IN THE SAME PERIOD**

Average Waiting Period for Dublin			
	2003	2004	2005
Weeks	29	26	28

Average Waiting Period for Provincial Areas			
	2003	2004	2005
Weeks	28	39	41

**COMPARATIVE FIGURES FOR CLAIMS FOR UNFAIR DISMISSAL ONLY WHICH WERE
REFERRED TO AND DISPOSED OF BY THE TRIBUNAL IN 2003, 2004 AND 2005**

Unfair Dismissal claims	2003	2004	2005
Cases Referred	1518	1419	1414
Cases Disposed	1235	1363	1090

ANNEXE 2

DISTRIBUTION OF COMPENSATION AWARDED BY THE TRIBUNAL

IN DETERMINATIONS OF UNFAIR DISMISSAL IN 2005

Total Awarded: €1,775,975.60
Total Number of Determinations of Unfair Dismissal 196
Average €9,061.10

Compensation Award €	Number	Compensation Award €	Number
0	5	5001-6000	14
1 - 250	2	6001-7000	8
251 - 500	12	7001-8000	10
501 - 750	7	8001-9000	5
751 - 1000	11	9001-10000	2
1001 - 2000	16	10001-15000	25
2001 - 3000	15	15001-20000	11
3001 - 4000	14	20001-25000	5
4001 - 5000	18	>25001	16

Re-instatement was ordered in 3 cases

Re-engagement was ordered in 2 cases

ANNEXE 3 (A)

NUMBER OF SITTINGS OF THE TRIBUNAL AT VARIOUS VENUES IN 2005

LEINSTER		MUNSTER		CONNAUGHT		ULSTER	
VENUE	NO. OF SITTINGS AT EACH VENUE	VENUE	NO. OF SITTINGS AT EACH VENUE	VENUE	NO. OF SITTINGS AT EACH VENUE	VENUE	NO. OF SITTINGS AT EACH VENUE
Arklow	3	Bantry	2	Athlone	11	Carrickmacross	1
Carlow	13	Cashel	6	Ballina	4	Cavan	10
Drogheda	12	Clonakilty	4	Ballinasloe	1	Letterkenny	32
Dublin	527	Clonmel	12	Carrick-on-Shannon	6	Monaghan	8
Dundalk	12	Cork	96	Castlebar	35		
Gorey	1	Ennis	10	Galway	42		
Kill	1	Killarney	7	Roscommon	8		
Kilkenny	9	Limerick	55	Sligo	11		
Longford	6	Nenagh	8				
Mullingar	8	Roscrea	4				
Naas	30	Tipperary	1				
Navan	13	Tralee	35				
Newbridge	5	Waterford	29				
Portlaoise	6						
Trim	3						
Tullamore	13						
Wexford	31						
Wicklow	10						
TOTAL	703		269		118		51

ANNEXE 3 (B)

**PARTICULARS OF TRIBUNAL SITTINGS IN 2005
Between 1st January – 31st December 2005**

No. of Sitting days	No. of days 1 Division sat	No. of days 2 Divisions sat	No. of days 3 Divisions sat	No. of days 4 Divisions sat	No. of days 5 Divisions sat	No. of days 6 Divisions Sat	No. of days 7 Divisions sat	Number of Sitings		Total No. of Sitings	No. of Venues Tribunal sat.
								Dublin	Provinces		
229	1	12	54	212	352	342	168	527	614	1141	43