



AN BILLE UM DHÍFHOSTÚ ÉAGÓRACH (LEASÚ), 1993
UNFAIR DISMISSALS (AMENDMENT) BILL, 1993

Mar a ritheadh ag Seanad Éireann
As passed by Seanad Éireann

ARRANGEMENT OF SECTIONS

Section

1. Interpretation.
2. Amendment of section 1 of Principal Act.
3. Amendment of section 2 of Principal Act.
4. Amendment of section 5 of Principal Act.
5. Amendment of section 6 of Principal Act.
6. Amendment of section 7 of Principal Act.
7. Amendment of section 8 of Principal Act.
8. Amendment of section 9 of Principal Act.
9. Amendment of section 14 of Principal Act.
10. Amendment of section 15 of Principal Act.
11. Appeals from, and enforcement of determinations of, Tribunal.
12. Evidence of failure to attend before or give evidence or produce documents to Tribunal.
13. Employment agencies.
14. Dismissal of persons during apprenticeship, training, etc., or during first year of service, for trade union membership or activities.
15. Amendment of First Schedule to Minimum Notice and Terms of Employment Act, 1973.
16. Repeal.
17. Short title, collective citation, construction, commencement and application.

ACTS REFERRED TO

Courts Act, 1981	1981, No. 11
Employment Agency Act, 1971	1971, No. 27
Income Tax Acts	
Industrial Relations Acts, 1946 to 1990	
Minimum Notice and Terms of Employment Act, 1973	1973, No. 4
Redundancy Payments Act, 1967	1967, No. 21
Social Welfare Acts, 1981 to 1993	
Trade Union Act, 1941	1941, No. 22
Unfair Dismissals Act, 1977	1977, No. 10
Unfair Dismissals Acts, 1977 and 1991	
Vocational Education Act, 1930	1930, No. 29

ARRANGEMENT OF SECTIONS

1.	Interpretation
2.	Amendment of section 1 of Principal Act
3.	Amendment of section 2 of Principal Act
4.	Amendment of section 3 of Principal Act
5.	Amendment of section 4 of Principal Act
6.	Amendment of section 5 of Principal Act
7.	Amendment of section 6 of Principal Act
8.	Amendment of section 7 of Principal Act
9.	Amendment of section 8 of Principal Act
10.	Amendment of section 9 of Principal Act
11.	Amendment of section 10 of Principal Act
12.	Amendment of section 11 of Principal Act
13.	Amendment of section 12 of Principal Act
14.	Amendment of section 13 of Principal Act
15.	Amendment of section 14 of Principal Act
16.	Amendment of section 15 of Principal Act
17.	Amendment of section 16 of Principal Act
18.	Amendment of section 17 of Principal Act
19.	Amendment of section 18 of Principal Act
20.	Amendment of section 19 of Principal Act
21.	Amendment of section 20 of Principal Act
22.	Amendment of section 21 of Principal Act
23.	Amendment of section 22 of Principal Act
24.	Amendment of section 23 of Principal Act
25.	Amendment of section 24 of Principal Act
26.	Amendment of section 25 of Principal Act
27.	Amendment of section 26 of Principal Act
28.	Amendment of section 27 of Principal Act
29.	Amendment of section 28 of Principal Act
30.	Amendment of section 29 of Principal Act
31.	Amendment of section 30 of Principal Act
32.	Amendment of section 31 of Principal Act
33.	Amendment of section 32 of Principal Act
34.	Amendment of section 33 of Principal Act
35.	Amendment of section 34 of Principal Act
36.	Amendment of section 35 of Principal Act
37.	Amendment of section 36 of Principal Act
38.	Amendment of section 37 of Principal Act
39.	Amendment of section 38 of Principal Act
40.	Amendment of section 39 of Principal Act
41.	Amendment of section 40 of Principal Act
42.	Amendment of section 41 of Principal Act
43.	Amendment of section 42 of Principal Act
44.	Amendment of section 43 of Principal Act
45.	Amendment of section 44 of Principal Act
46.	Amendment of section 45 of Principal Act
47.	Amendment of section 46 of Principal Act
48.	Amendment of section 47 of Principal Act
49.	Amendment of section 48 of Principal Act
50.	Amendment of section 49 of Principal Act
51.	Amendment of section 50 of Principal Act
52.	Amendment of section 51 of Principal Act
53.	Amendment of section 52 of Principal Act
54.	Amendment of section 53 of Principal Act
55.	Amendment of section 54 of Principal Act
56.	Amendment of section 55 of Principal Act
57.	Amendment of section 56 of Principal Act
58.	Amendment of section 57 of Principal Act
59.	Amendment of section 58 of Principal Act
60.	Amendment of section 59 of Principal Act
61.	Amendment of section 60 of Principal Act
62.	Amendment of section 61 of Principal Act
63.	Amendment of section 62 of Principal Act
64.	Amendment of section 63 of Principal Act
65.	Amendment of section 64 of Principal Act
66.	Amendment of section 65 of Principal Act
67.	Amendment of section 66 of Principal Act
68.	Amendment of section 67 of Principal Act
69.	Amendment of section 68 of Principal Act
70.	Amendment of section 69 of Principal Act
71.	Amendment of section 70 of Principal Act
72.	Amendment of section 71 of Principal Act
73.	Amendment of section 72 of Principal Act
74.	Amendment of section 73 of Principal Act
75.	Amendment of section 74 of Principal Act
76.	Amendment of section 75 of Principal Act
77.	Amendment of section 76 of Principal Act
78.	Amendment of section 77 of Principal Act
79.	Amendment of section 78 of Principal Act
80.	Amendment of section 79 of Principal Act
81.	Amendment of section 80 of Principal Act
82.	Amendment of section 81 of Principal Act
83.	Amendment of section 82 of Principal Act
84.	Amendment of section 83 of Principal Act
85.	Amendment of section 84 of Principal Act
86.	Amendment of section 85 of Principal Act
87.	Amendment of section 86 of Principal Act
88.	Amendment of section 87 of Principal Act
89.	Amendment of section 88 of Principal Act
90.	Amendment of section 89 of Principal Act
91.	Amendment of section 90 of Principal Act
92.	Amendment of section 91 of Principal Act
93.	Amendment of section 92 of Principal Act
94.	Amendment of section 93 of Principal Act
95.	Amendment of section 94 of Principal Act
96.	Amendment of section 95 of Principal Act
97.	Amendment of section 96 of Principal Act
98.	Amendment of section 97 of Principal Act
99.	Amendment of section 98 of Principal Act
100.	Amendment of section 99 of Principal Act



AN BILLE UM DHÍFHOSTÚ ÉAGÓRACH (LEASÚ), 1993
UNFAIR DISMISSALS (AMENDMENT) BILL, 1993

BILL

entitled

- 5 AN ACT TO AMEND AND EXTEND THE UNFAIR DISMISSALS ACTS, 1977 AND 1991, AND TO PROVIDE FOR RELATED MATTERS.

BE IT ENACTED BY THE OIREACHTAS AS FOLLOWS:

- 10 1.—(1) In this Act “the Principal Act” means the Unfair Dismissals Act, 1977. Interpretation.

(2) In this Act, a reference to any enactment shall, unless the context otherwise requires, be construed as a reference to that enactment as amended, adapted or extended by or under any subsequent enactment including this Act.

- 15 2.—Section 1 of the Principal Act is hereby amended by—

Amendment of section 1 of Principal Act.

(a) the substitution of the following definitions for the definitions of “trade union” and “the Tribunal”:

20 “trade union” means a trade union which is the holder of a negotiation licence under Part II of the Trade Union Act, 1941;

Amendment of section 5 of Principal Act.

“the Tribunal” means the Tribunal established by section 39 of the Redundancy Payments Act, 1967, and known, by virtue of section 18 of this Act, as the Employment Appeals Tribunal.”

25 and

(b) the addition of the following subsections:

24 “(2) Where on the date of an award to an employee of re-instatement under this Act—

30 (a) the terms or conditions on which are employed other employees of the same employer who occupy positions similar to that from which the employee was dismissed, or

(b) if there are no such employees, the terms or conditions on which are employed employees generally of the same employer,

are more favourable to the employees concerned than they were at the date of the dismissal, then, the references in sections 5 (4) and 7 (1) (a) of this Act to the terms and conditions on which an employee was employed immediately before his dismissal shall, in the case of the first-mentioned employee, be construed as references to terms and conditions corresponding to those on which the other employees concerned are employed on the date of the award.

(3) In this Act a reference to any enactment shall, unless the context otherwise requires, be construed as a reference to that enactment as amended, adapted or extended by or under any subsequent enactment including this Act.”.

Amendment of
section 2 of Principal
Act.

3.—Section 2 of the Principal Act is hereby amended by—

(a) in subsection (1), the substitution of the following paragraph for paragraph (j):

“(j) officers of a health board (other than temporary officers) or a vocational education committee established by the Vocational Education Act, 1930.”.

and

(b) in subsection (2), the insertion after paragraph (b) of the following proviso to subsection (2):

“Provided that where, following dismissal consisting only of the expiry of the term of a contract of employment such as aforesaid (‘the prior contract’) without the term being renewed under the contract or the cesser of the purpose of the contract—

(i) the employee concerned is re-employed by the employer concerned within 3 months of the dismissal under a contract of employment such as aforesaid made between the employer and the employee (‘the subsequent contract’) and the nature of the employment is the same as or similar to that of the employment under the prior contract,

(ii) the employee is dismissed from the employment,

(iii) the dismissal consisted only of the expiry of the term of the subsequent contract without the term being renewed under the contract or the cesser of the purpose of the contract, and

(iv) in the opinion of the rights commissioner, the Tribunal or the Circuit Court, as the case may be, the entry by the employer into the subsequent contract was wholly or partly for

or was connected with the purpose of the avoidance of liability under this Act—

Amendment of section 7 of Principal Act.

then—

(I) this Act shall, subject to the other provisions thereof, apply to the dismissal, and

(II) the term of the prior contract and of any antecedent contracts shall be added to that of the subsequent contract for the purpose of the ascertainment under this Act of the period of service of the employee with the employer and the period so ascertained shall be deemed for those purposes to be one of continuous service.

In this proviso 'antecedent contract', in relation to a prior contract, means—

(A) a contract of employment such as aforesaid the term of which expired not more than 3 months before the commencement of the prior contract, or

(B) each of a series of contracts the term of the last of which expired not more than 3 months before the commencement of that of the prior contract and the term of the other or of each of the other contracts in the series expired not more than 3 months before the commencement of that of the other, or the next, contract in the series,

being a contract or contracts made between the employer and the employee who were parties to the prior contract and the nature of the employment under which was the same as or similar to that of the employment under the prior contract.”.

4.—Section 5 of the Principal Act is hereby amended by the substitution of the following subsections for subsections (1), (2) and (3):

Amendment of section 5 of Principal Act.

“(1) For the purposes of this Act (other than section 2 (4)), the lock-out of an employee shall be deemed to be a dismissal and the dismissal shall be deemed to be an unfair dismissal if, after the termination of the lock-out—

(a) the employee was not permitted to resume his employment on terms and conditions at least as favourable to the employee as those specified in paragraph (a) or (b) of subsection (1) of section 7 of this Act, and

(b) one or more other employees in the same employment were so permitted.

(2) The dismissal of an employee for taking part in a strike or other industrial action shall be deemed for the purposes of this Act to be an unfair dismissal if—

(a) one or more employees of the same employer who took part in the strike or other industrial action were not dismissed for so taking part, or

(b) one or more of such employees who were dismissed for so taking part were subsequently permitted to resume their employment on terms and conditions at least as favourable to the employees as those specified in the said paragraph (a) or (b) and the employee was not.

(3) The said section 7 shall be construed in relation to an unfair dismissal specified in subsection (1) or (2) of this section as if it contained a requirement that the terms or conditions on which the person the subject of the unfair dismissal is, if appropriate, to be re-instated under paragraph (a) of subsection (1) of that section or re-engaged under paragraph (b) of that subsection included a term that the re-instatement or re-engagement should be deemed to have commenced on such day as is agreed upon by the employer concerned and by or on behalf of the employees or, in the absence of such agreement, on the earliest date from which re-instatement or re-engagement, as the case may be, was offered to a majority of the other employees of the same employer who were the subject of the lock-out concerned or took part in the strike or other industrial action concerned.”.

Amendment of
section 6 of Principal
Act.

5.—Section 6 of the Principal Act is hereby amended by—

(a) the substitution in subsection (2) of the following paragraphs for paragraph (e):

“(e) the race, colour or sexual orientation of the employee,

(ee) the age of the employee,

(eee) membership of the travelling community,”

and

(b) the substitution of the following subsection for subsection (7):

“(7) Without prejudice to the generality of subsection (1) of this section, in determining if a dismissal is an unfair dismissal, regard may be had, if the rights commissioner, the Tribunal or the Circuit Court, as the case may be, considers it appropriate to do so—

(a) to the reasonableness or otherwise of the conduct (whether by act or omission) of the employer in relation to the dismissal, and

(b) to the extent (if any) of the compliance or failure to comply by the employer, in relation to the employee, with the procedure referred to in section 14 (1) of this Act or with the provisions of any code of practice referred to in paragraph (d) (inserted by the *Unfair Dismissals (Amendment) Act, 1993*) of section 7 (2) of this Act.”.

6.—Section 7 of the Principal Act is hereby amended by—

Amendment of
section 7 of Principal
Act.

(a) in subsection (1), the substitution of the following for paragraph (c):

5 “(c) (i) if the employee incurred any financial loss
attributable to the dismissal, payment to him by
the employer of such compensation in respect of
the loss (not exceeding in amount 104 weeks
remuneration in respect of the employment from
10 which he was dismissed calculated in accordance
with regulations under section 17 of this Act) as
is just and equitable having regard to all the
circumstances, or

15 (ii) if the employee incurred no such financial loss,
payment to the employee by the employer of
such compensation (if any, but not exceeding in
amount 4 weeks remuneration in respect of the
employment from which he was dismissed cal-
culated as aforesaid) as is just and equitable
having regard to all the circumstances,

20 and the references in the foregoing paragraphs to an
employer shall be construed, in a case where the own-
ership of the business of the employer changes after the
dismissal, as references to the person who, by virtue of
the change, becomes entitled to such ownership.”

25 (b) in subsection (2), the deletion of “and” in paragraph (c) and
the substitution of the following paragraphs for paragraph
(d):

30 “(d) the extent (if any) of the compliance or failure to
comply by the employer, in relation to the employee,
with the procedure referred to in subsection (1) of
section 14 of this Act or with the provisions of any
code of practice relating to procedures regarding dis-
missal approved of by the Minister,

35 (e) the extent (if any) of the compliance or failure to
comply by the employer, in relation to the employee,
with the said section 14, and

40 (f) the extent (if any) to which the conduct of the
employee (whether by act or omission) contributed
to the dismissal.”

and

45 (c) the insertion of the following subsection after subsection (2):

“(2A) In calculating financial loss for the purposes of
subsection (1), payments to the employee—

45 (a) under the Social Welfare Acts, 1981 to 1992, in
respect of any period following the dismissal
concerned, or

(b) under the Income Tax Acts arising by reason of the dismissal,

shall be disregarded.”.

7.—Section 8 of the Principal Act is hereby amended by—

(a) the substitution of the following subsections for subsections (2), (3) and (4):

“(1A) There shall be included in—

(a) a recommendation of a rights commissioner under subsection (1) of this section,

(b) a determination of the Tribunal under the said subsection (1), and

(c) an order of the Circuit Court, under section 11 of the *Unfair Dismissals (Amendment) Act, 1993*,

under which specified redress under this Act is awarded to an employee a statement of the reasons why either of the other forms of redress specified in section 7 (1) of this Act was not awarded to the employee.

(2) A claim for redress under this Act shall be initiated by giving a notice in writing (containing such particulars (if any) as may be specified in regulations under section 17 of this Act made for the purposes of subsection (8) of this section) to a rights commissioner or the Tribunal, as the case may be—

(a) within the period of 6 months beginning on the date of the relevant dismissal, or

(b) if the rights commissioner or the Tribunal, as the case may be, is satisfied that exceptional circumstances prevented the giving of the notice within the period aforesaid, then, within such period not exceeding 12 months from the date aforesaid as the rights commissioner or the Tribunal, as the case may be, considers reasonable,

and a copy of the notice shall be given by the rights commissioner or the Tribunal, as the case may be, to the employer concerned as soon as may be after the receipt of the notice by the rights commissioner or the Tribunal.

(3) A rights commissioner shall not hear a claim for redress under this Act if—

(a) the Tribunal has made a determination in relation to the claim, or

(b) any party concerned notifies the rights commissioner in writing, within 21 days of the giving to the employer pursuant to subsection (2) of this section of the copy of the notice concerned referred to in that subsection and relating to the

claim, that he objects to the claim being heard by a rights commissioner.

(4) (a) Where a recommendation of a rights commissioner in relation to a claim for redress under this Act has not been carried out by the employer concerned in accordance with its terms, the time for bringing an appeal against the recommendation has expired and no such appeal has been brought, the employee concerned may bring the claim before the Tribunal and the Tribunal shall, notwithstanding subsection (5) of this section, without hearing the employer concerned or any evidence (other than in relation to the matters aforesaid), make a determination to the like effect as the recommendation.

(b) The bringing of a claim before the Tribunal by virtue of this subsection shall be effected by giving to the Tribunal a notice in writing containing such particulars (if any) as may be specified in regulations under section 17 of this Act made for the purposes of subsection (8) of this section."

(b) in subsection (5),

(i) the deletion of "Subject to subsection (4) of this section," and

(ii) the substitution of the following paragraph for paragraph (b):

"(b) unless, before the commencement of the hearing of the claim, one of the parties concerned notifies in writing—

(i) in a case where the claim has been initiated before a rights commissioner, the rights commissioner, or

(ii) in any other case, the Tribunal, that he objects to the claim being heard by a rights commissioner."

(c) in subsection (9), the insertion after "the said section 39" of "with the substitution in paragraph (e) of the said subsection (17) of 'a fine not exceeding £1,000' for 'a fine not exceeding twenty pounds' ", and

(d) the substitution of the following subsections for subsection (10):

"(10) (a) A dispute in relation to a dismissal as respects which a recommendation has been made by a rights commissioner under this Act or a hearing by the Tribunal under this Act has commenced shall not be referred, under the

Industrial Relations Acts, 1946 to 1990, to a rights commissioner or the Labour Court.

(b) Where, in relation to a dismissal, a recommendation has been made by a rights commissioner, or a hearing by the Labour Court under the said Acts has commenced, the employee concerned shall not be entitled to redress under this Act in respect of the dismissal.

(11) Where the dismissal of an employee is an unfair dismissal and a term or condition of the contract of employment concerned contravened any provision of or made under the Income Tax Acts or the Social Welfare Acts, 1981 to 1993, the employee shall, notwithstanding the contravention, be entitled to redress under this Act, in respect of the dismissal.

(12) Where, in proceedings under this Act, it is shown that a term or condition of a contract of employment contravened any such provision as aforesaid, the rights commissioner, the Tribunal or the Circuit Court, as the case may be, shall notify the Revenue Commissioners or the Minister for Social Welfare, as may be appropriate, of the matter."

Amendment of section 9 of Principal Act.

8.—Section 9 of the Principal Act is hereby amended by the substitution in subsection (2) for "within the said period of 6 weeks" of "by the Tribunal within 7 weeks of the date aforesaid."

Amendment of section 14 of Principal Act.

9.—Section 14 of the Principal Act is hereby amended by the substitution of the following subsections for subsections (3) and (4):

"(3) The reference in subsection (1) of this section to a procedure is a reference to a procedure that has been agreed upon by or on behalf of the employer concerned and by the employee concerned or a trade union or an excepted body within the meaning of the Trade Union Act, 1941, representing him or has been established by the custom and practice of the employment concerned, and the references in subsection (2) of this section to an alteration in the said procedure are references to an alteration that has been agreed upon by the employer concerned or a person representing him and by the employee concerned or a trade union, or an excepted body, within the meaning aforesaid, representing him.

(4) Where an employee is dismissed, the employer shall, if so requested, furnish to the employee within 14 days of the request, particulars in writing of the principal grounds for dismissal, but, in determining for the purposes of this Act whether, in accordance with the provisions of this Act, the dismissal was an unfair dismissal, there may be taken into account any other grounds which, subject to the provisions of this Act and having regard to all the circumstances, are substantial grounds justifying the dismissal."

Amendment of section 15 of Principal Act.

10.—Section 15 of the Principal Act is hereby amended by the substitution of the following subsections for subsections (2) and (3):

“(2) Where a recommendation has been made by a rights commissioner in respect of a claim by an employee for redress under this Act or the hearing of a claim by the Tribunal has commenced, the employee shall not be entitled to recover damages at common law for wrongful dismissal in respect of the dismissal concerned.”

(3) Where the hearing by a court of proceedings for damages at common law for wrongful dismissal of an employee has commenced, the employee shall not be entitled to redress under this Act in respect of the dismissal to which the proceedings relate.”

11.—(1) A party concerned may appeal to the Circuit Court from a determination of the Tribunal in relation to a claim for redress under the Principal Act within 6 weeks from the date on which the determination is communicated to the parties.

Appeals from, and enforcement of determinations of, Tribunal.

(2) (a) Where, in proceedings under this section, the Circuit Court finds that an employee is entitled to redress under the Principal Act, it shall order the employer concerned to make to the employee the appropriate redress.

Employment agencies.

(b) If an employer fails to comply with an order of the Circuit Court under paragraph (a) of this subsection (“the former order”), the Circuit Court shall, on application to it in that behalf by—

(i) the employee concerned, or

(ii) if he considers it appropriate to make the application having regard to all the circumstances, the Minister, make—

Dismissal of persons during apprenticeship, training, etc., or during first year of service, for trade union membership or activities.

(I) such order for the enforcement of the former order as it considers appropriate having regard to all the circumstances, or

(II) if the former order directed the re-instatement or re-engagement of the employee concerned and that Court considers it appropriate to do so having regard to all the circumstances, in lieu of making an order under subparagraph (I), make an order directing the employer, in lieu of re-instating or re-engaging the employee, to pay compensation to him under section 7 (1) (c) of the Principal Act and giving such directions for the enforcement of the latter order as it considers appropriate having regard to all the circumstances.

Amendment of First Schedule to Minimum Notice and Terms of Employment Act, 1973.

(3) (a) If an employer fails to carry out in accordance with its terms a determination of the Tribunal in relation to a claim for redress under the Principal Act within 6 weeks from the date on which the determination is communicated to the parties, the Circuit Court shall, on application to it in that behalf by—

Evidence of failure to attend before or give evidence or produce documents to Tribunal.

(i) the employee concerned, or

Repeal.

(ii) if he considers it appropriate to make the application having regard to all the circumstances, the Minister, without hearing the employer or any evidence (other than in relation to the matters aforesaid) make—

(I) an order directing the employer to carry out the determination in accordance with its terms, or

(II) if the determination directed the re-instatement or re-engagement of the employee concerned and that Court considers it appropriate to do so having regard to all the circumstances, in lieu of making an order under *subparagraph (I)*, make an order directing the employer, in lieu of reinstating or re-engaging the employee, to pay compensation to him under section 7 (1) (c) of the Principal Act and giving such directions for the enforcement of the latter order as it considers appropriate having regard to all the circumstances.

(b) In *paragraph (a)* of this subsection the reference to a determination of the Tribunal is a reference to such a determination in relation to which, at the expiration of the time for bringing an appeal against it, no such appeal has been brought, or if such an appeal has been brought it has been abandoned and the reference to the date on which the determination is communicated to the parties shall, in a case where such an appeal is abandoned, be construed as a reference to the date of such abandonment.

(4) The Circuit Court may, in an order under this section, if in all the circumstances it considers it appropriate to do so—

(a) in case the order relates to the payment of compensation, direct the employer concerned to pay to the employee concerned interest on the compensation at the rate referred to in section 22 of the Courts Act, 1981, in respect of the whole or any part of the period beginning 6 weeks after the date on which the determination of the Tribunal is communicated to the parties and ending on the date of the order, and

(b) in case the order relates to re-instatement or re-engagement, direct the employer to pay to the employee compensation of such amount as it considers reasonable in respect of the loss of wages suffered by the employee by reason of the failure of the employer to comply with the determination aforesaid.

(5) Proceedings under this section shall be heard in the county where the employer concerned ordinarily resides or carries on any profession, business or occupation.

12.—A document purporting to be signed by the chairman or a vice-chairman of the Tribunal stating that—

(a) a person named in the document was, by a notice under paragraph (c) of section 39 (17) of the Redundancy Payments Act, 1967, required to attend before the Tribunal

Evidence of failure to attend before or give evidence or produce documents to Tribunal.

- on a day and at a time and place specified in the document,
to give evidence or produce a document,
- (b) a sitting of the Tribunal was held on that day and at that
time and place, and
- 5 (c) the person did not attend before the Tribunal in pursuance
of the notice or, as the case may be, having so attended,
refused to give evidence or refused or failed to produce
the document,
- shall, in a prosecution of the person under paragraph (e) of the said
10 section 39 (17), be evidence of the matters so stated without further
proof.

- 13.—Where an individual agrees with another person, who is carry-
ing on the business of an employment agency within the meaning of
the Employment Agency Act, 1971, and is acting in the course of that
15 business, to do or perform personally any work or service for a third
person (whether or not the third person is a party to the contract and
whether or not the third person pays the wages or salary of the
individual in respect of the work or service), the individual shall be
deemed for the purposes of the Principal Act to be an employee
20 employed under a contract of employment by the third person and
any redress under the Principal Act for unfair dismissal of the indi-
vidual under the contract shall be awarded against the third person.

Employment
agencies.

- 14.—Sections 2 (1), 3 and 4 and subsections (1) and (6) of section
6 of the Principal Act shall not apply to a person referred to in
25 paragraph (a) or (b) of the said section 2 (1) or the said section 3 or
4 who is dismissed if the dismissal results wholly or mainly from one
or more of the matters referred to in subsection (2) (a) of the said
section 6.

Dismissal of
persons during
apprenticeship,
training, etc., or
during first year of
service, for trade
union membership
or activities.

- 15.—The First Schedule to the Minimum Notice and Terms of
30 Employment Act, 1973, is hereby amended by the substitution of the
following paragraph for paragraph 7 (inserted by the Principal Act):

Amendment of
First Schedule to
Minimum Notice
and Terms of
Employment Act,
1973.

- “7. Where the whole or part of a trade, business or under-
taking was or is transferred to another person either before or
after the passing of this Act, the service of an employee before
35 the transfer in the trade, business or undertaking, or the part
thereof so transferred—

- (a) shall be reckoned as part of the service of the
employee with the transferee, and
- (b) the transfer shall not operate to break the continuity
40 of the service of the employee,

unless the employee received and retained redundancy payment
from the transferor at the time of and by reason of the transfer.”.

- 16.—Section 10 of the Principal Act is hereby repealed.

Repeal.

Short title,
collective citation,
construction,
commencement and
application.

17.—(1) This Act may be cited as the Unfair Dismissals (Amendment) Act, 1993.

(2) The Unfair Dismissals Acts, 1977 and 1991, and this Act may be cited together as the Unfair Dismissals Acts, 1977 to 1993.

(3) The Unfair Dismissals Acts, 1977 and 1991, and this Act shall be construed together as one.

(4) This Act shall come into operation on the 1st day of October, 1993.

(5) This Act shall have effect as respects dismissals occurring after the commencement of this Act.

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An Seánadóir Tomás Múir an tSgoil a thabhairt

Presented by Senator C. V. Wright

BILLE

dh ngeiríear

Acht do léasú agus do leathnú na hAchtanna
um Dhlífhóstiú Éagórach, 1977 agus 1991,
agus do dhéanamh socrú le haghaidh mílte
gaolmhara.

BILL

enitled

An Act to amend and extend the Unfair Dismissals
Acts, 1977 and 1991, and to provide for
related matters.

cited together as the Unfair Dismissals Acts,

AN BILLE UM DHÍFHOSTÚ ÉAGÓRACH
(LEASÚ), 1993

Short title,
collective citation,
construction,
commencement and
application.

UNFAIR DISMISSALS (AMENDMENT)
BILL, 1993

(2) The Unfair Dismissals Acts, 1977 and 1991, and this Act may be cited together as the Unfair Dismissals Acts, 1977 to 1993.

(3) The Unfair Dismissals Acts, 1977 and 1991, and this Act shall be construed together as one.

(4) This Act shall come into operation on the 1st day of October, 1993.

BILLE

dá ngairtear

Acht do leasú agus do leathnú na nAchtanna um Dhífhostú Éagórach, 1977 agus 1991, agus do dhéanamh socrú le haghaidh nithe gaolmhara.

BILL

entitled

An Act to amend and extend the Unfair Dismissals Acts, 1977 and 1991, and to provide for related matters.

An Seanadóir Tomás Mac an tSaoir a thíolaic

Presented by Senator G. V. Wright

*Ritheadh ag Seanad Éireann,
20 Bealtaine, 1993*

*Passed by Seanad Éireann,
20th May, 1993*

BAILE ÁTHA CLIATH:
ARNA FHOILSIÚ AG OIFIG AN tSOLÁTHAIR

Le ceannach díreach ón Oifig Dhíolta Foilseachán Rialtais, Teach Sun Alliance, Sráid Theach Laighean, Baile Átha Cliath 2, nó trí aon díoltóir leabhar.

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