

## Guide to Searching the Decisions and Determinations Database

All reasonable care has been taken in relation to the accuracy of the information contained in the decisions/determinations available on this website.

### This website contains:

- The decisions and recommendations of the **Equality Tribunal** (and previously of Equality Officers attached to the Labour Relations Commission) since 1996.
- The determinations completed by the **Labour Court** since October 1986.
- The determinations of the **Employment Appeals Tribunal** post 2007. All requests for copies of pre-2007 determinations must be made to [EAT@enterprise.gov.ie](mailto:EAT@enterprise.gov.ie)
- Decisions of Adjudication Officers of the **Workplace Relations Commission** issued after 1<sup>st</sup> October 2015.

Decisions or Determinations may be searched under any of the following search options –

- Case Type
- Body
- Keyword
- Start & Finish Dates
- Case Number
- Decision Number
- County
- Legislation
- Legislation Section
- Topic
- Names of Parties

The allowed content and use of each of these field options is described in detail below.

**NOTES:**

- *If you have a Decision, Determination or Case Number simply enter this reference into the appropriate field on the Search page – you do not need to enter any other search criteria.*
- *If you do not have reference number, you are recommended to start your search by using a maximum of 2 or 3 fields and then, if you receive too many results, to repeat the search using additional field entries. Completing too many fields at the commencement of a search may produce either too small a result set or a zero result set.*

**Case Type:** There are four case type options; Appeal, Complaint, Enforcement and Industrial Relations Referral. Select the box to the left of the case type to search on the relevant case type.

**Body:** There are four body options, Employment Appeals Tribunal, Equality Tribunal, Workplace Relations Commission and the Labour Court. Select the box to the left of the body to search on the Body.

**Keyword search:** Enter any key word in the keyword search box. Please note that if the decision is stored in ‘pdf’ format then the keyword search does not search the actual decision page, it will only search the pre-tagged fields. In all other cases the Keyword searches the entire text of the decision/determination.

You may use the following Boolean search operators in the keyword field:

□ AND, OR, NOT, NEAR

**Note** - The default option for the Keyword field, where multiple words are entered is ‘OR’ – i.e. if you enter **Constructive Dismissal**, the search will look for Constructive and Dismissal separately. To search for a particular phrase it must be enclosed in quotation marks, i.e. **“Constructive Dismissal”**.

**Start and Finish Date:** This search is based on the date of the decision/determination. Please be aware that there is a brief time delay between the date of issue of the decision/determination to the parties by the relevant body and it being made available to the public on this website.

Labour Court decisions are published on this site weekly on Thursday. Equality Tribunal decisions are published monthly on the third Monday of the month. Employment Appeals Tribunal determinations are published 14 days after the determination is issued to the parties. WRC Adjudication Officer decisions are published as they become available.

**Case Number:** Case number formats vary within the bodies; here are examples of case numbers,

- Equality Tribunal – EE/2006/040, ES/2005/0944.
- Employment Appeals Tribunal – RP1388/2011, MN510/2011
- Workplace Relations Commission – ADJ-00001234 (note that the ‘leading zeros’ must be included – i.e. ADJ + dash + 8 digits)
- Labour Court – CD/12/572, CD/10/739

**Decision Number:** Decision number formats vary within the bodies, here are examples of decision numbers,

- Equality Tribunal – DEC-E2008-066, DEC-S2008-116.
- Employment Appeals Tribunal – 47955, 31828
- Workplace Relations Commission – ADJ-00001234 (note that the ‘leading zeros’ must be included – i.e. ADJ + dash + 8 digits)
- Labour Court – LCR20458, AD135

**County:** To search by county, select the county from the drop down menu below the title County.

**Note** – Equality Tribunal Decisions are not available by County.

**Legislation:** Select the relevant legislation from the drop down menu below the title Legislation. The legislation is listed in alphabetical order.

**Legislation Sub-section:** In certain circumstances it may be possible to select a Section of legislation from this dropdown in order to refine the search. You should first select the Legislation in the previous field – the choice made in this field determines which Sections of the relevant legislation are available for selection from the dropdown list in this field.

**Note** – The Employment Appeals Tribunal do not tag their Determinations by Section of Legislation. Therefore, when searching for EAT Determinations you should not select an option in this field.

**Topic:** Select a topic from the drop down list below the title Topic.

**Names of Parties:** Enter the name of one of the parties in the search box. If both party names are known, it is recommended to enter the second party name in the Keyword field. For example, if the case concerned *Smyth v Jones*, put ‘Smyth’ in the Names of Parties field, and ‘Jones’ in the Keyword Search field. This allows for variations in how the party names may have been recorded in the database. (If entering the full name of a Party in the Keyword field it should be enclosed in quotation marks – “firstname surname”.)

Similarly, where parties have had a Representative at their Hearing, it is possible to search for the Representative's name(s) by entering these in the Name of Parties or Keyword search fields. (If entering the full name of a Representative in the keyword field it should be enclosed in quotation marks – “*firstname surname*”.)

Before the supreme court judgement (Zalewski v. Adjudication Officer and WRC, Ireland and the Attorney General [2021] IESC 24 on 6 April 2021) adjudication hearings were heard in private and thus decisions and determinations were anonymised when published. As a consequence of the judgement the provision for a private hearing no longer applies and also, as a consequence, decisions will be published including the names of the parties – in other words the names of the parties will no longer be anonymised.

**Note** – *Employment Appeals Tribunal determinations published on or after 1<sup>st</sup> April 2014 will include the names of the parties (the name(s) of the employee(s) or the employer(s)).*

*Determinations published prior to that date will not contain these names, and thus cannot be searched by party name. In some decisions or determinations of the other bodies, the names of certain parties may not be made available.*

Workplace Relations Commission <https://www.workplacerelations.ie>