



HRlink

Inspiring workplace excellence

April 2023

News

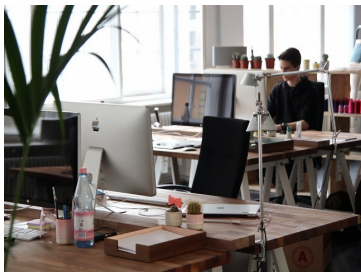


Ibec Employment Law Services Team: (L-R) Catriona McKeating, Sinead Wallace, Nichola Harkin, Harry Wall, Aoife McFadden

New employment law initiatives in quick succession, a challenge for employers

Earlier this month, delegates at Ibec's annual Employment Law Conference 2023 heard that statutory sick pay entitlements, protective disclosures and work life balance, including the remote working provisions, are just some of the recent changes that employers have found to be a challenge to keep pace with.

[Read more](#)



Work Life Balance Bill becomes law - update for employers

The Work Life Balance and Miscellaneous Provisions Bill 2022 was signed into law by Michael D Higgins, President of Ireland, on 2 April 2023. The Act requires commencement orders before it will be enforceable in its entirety. It is anticipated that the five days unpaid medical care leave and extension of breastfeeding breaks provided for in the Act may come into effect soon. However, there is no definitive time frame set out as yet, for the publication of the WRC Code of Practice on remote working.

[Member only content](#)



Dr Kara McGann, Head of Social Policy, Ibec

The 'S' in ESG - an increasing focus for organisations

The social component in Environmental, Social and Governance (ESG) covers all the ways companies interact with their employees and the communities in which they operate. The social component is an area of priority for regulators and governments but action is also being driven by investors, employees and consumers as they increasingly expect organisations to consider the impact of social matters on their business models, operations and across their value chains.

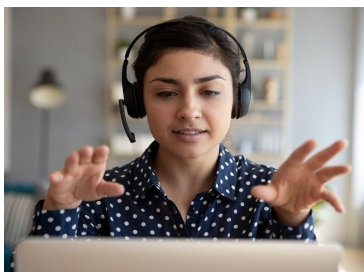
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Childhood Services Ireland calls for increased State Investment in childcare

Darragh Whelan, Director of Childhood Services Ireland (CSI), stated that the parental fee freeze means childcare providers have no means of increasing the income to the service to address staff pay and conditions. This is one of the key factors impacting recruitment in the sector.

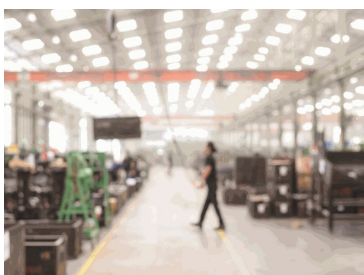
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Updated Guidance on Remote Working and Psychosocial Hazards

This month saw the publication by the Health the Safety Authority of updated guidance on Remote Working. This is the first Update since the guidance that was issued during the pandemic and will represent a longer term approach to remote working by the HSA. The Authority has also issued new advice for employers on managing psychosocial hazards in the workplace that arise from the way work is designed, organised and managed.

[Member only content](#)



Ibec Shift Work Survey 2023

The Ibec shift work survey questionnaire 2023 is currently examining shift cycle patterns and premia in operation in Ireland across all business sectors. This is one of the most comprehensive surveys of its kind and we are asking Ibec members to complete the survey where applicable. In partnership with Amárach Research, the Ibec survey unit recently released this survey to all relevant HR contacts. If you are interested in participating in this survey, and have not received a link, please contact our research unit at research@ibec.ie

Spotlight article



'Top 100 Companies Leading in Wellbeing' Index announced

Ibec launched the 'Top 100 Companies Leading in Wellbeing' in association with the Business & Finance media group as part of this year's activity to mark National Workplace Wellbeing Day. The index, launched on 28 April, recognises the top 100 businesses of all sizes for their exceptional contribution to employees' social, mental, and physical wellbeing.

[Read more](#)

Case Law



Flawed procedures not fatal in unfair dismissal award when claimant failed to mitigate their loss

A recent Labour Court decision demonstrates that when deciding the level of award under the Unfair Dismissals Act, even if the Company procedures were flawed, the Court will take into account efforts of a Complainant to mitigate their loss by seeking alternative employment.

[Member only content](#)



Shift workers claim that they suffered financial shortfall in public holiday pay rejected by the WRC

The claims were taken by a number of production operatives who work on a 4-shift cycle of 12 hour days. This case acts as a useful reminder to employers of the importance of ensuring that employees receive appropriate public holiday entitlements.

[Member only content](#)

Human Resource News



Brent Pope Honoured for Mental Health Contribution

At a special event, Ibec recognised the top six companies that have excelled across key areas of their KeepWell accreditations during the last year through their best-in-class awards. In addition, Brent Pope (photographed here with Sophie Moran from Ibec KeepWell), mental health advocate and rugby pundit, was honoured for his outstanding contribution for his work in promoting mental health awareness and understanding.

[Read more](#)

Industrial Relations



JLC system needs significant review to be more broadly utilised - Ibec

In its recent submission to the Labour Court's Joint Labour Committee's Review, if the JLC system is to be more broadly utilised, greater consideration needs to be given of what benefits could accrue to all parties in light of the vast amount of statutory legislation already in place, and that will be introduced in the coming years.

[Read more](#)



New Sectoral Employment Order for workers in the construction sector industry approved

The Labour Courts recommendation for new minimum pay and pension contribution rates for workers in the construction sector has been accepted by Neale Richmond, Minister of State for Employment Affairs and Retail Business.

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Health & Safety



Occupational Safety and Health Update April 2023

This month's update looks at the extension from 26 to 104 weeks, of breastfeeding breaks for employees who have returned to work and asks what this means for employers. The update also highlights newly published, updated guidance from the Health and Safety Authority on managing the health and safety of remote workers and more..

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Looking for a convenient way to keep up-to-date on the very latest Irish and EU EHS legislation?

The Ibec EHS Legislation Hub is a subscription based, self-service product which saves you time and additional compliance costs by helping you to stay up to date and compliant with EHS legislation. Trusted by your peers, our team of experts continuously monitor developments in EHS legislation at local, national and international levels. Benefit from a monthly legislation update straight to your inbox.

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Upcoming Events



Maeve McElwee, Director of Employer Relations, Ibec, will address delegates at the Ibec Regional Insights events.

Ibec Regional Insights Series

The Ibec Regional Insights Series commences in Limerick and will take place in five more locations nationwide throughout May. Ibec CEO, Danny McCoy together with members of the Ibec Executive Director Team will meet members in the regions to discuss new ways to build a sustainable and productive economy. Ibec's Executive Director of Employer Relations, Maeve McElwee, will provide insights on the shifting landscape of the Labour Market in an age of change. These events are free to attend, but places are limited. We recommend that you [book soon](#) to secure a place.



KC Connect in 15 webinars

On the 16 May, Occupational Health and Safety Executive Patricia Ennis, will present a KC Connect in 15 webinar on Stress and Burnout in the Workplace. The webinar will outline how employers can identify the levels of stress and burnout in the workplace to ensure compliance with legislation. Sign up for this webinar [here](#). Don't forget, all our previous KC Connect in 15 webinars are available on the [playback page](#).



Listen to our latest KC Connect in 15 Podcast on the challenges and FAQs around mandatory retirement age

Ibec experts Kevin Feighery and Aoife McFadden discuss challenges employers have in both fixing mandatory retirement ages and managing requests for longer working against the backdrop of imminent reform. [Listen here](#). Remember, all our previous KC Connect podcasts are available on the [podcast page](#).

Upcoming Training



CPD Certificate in Managing People

This programme will develop core skills central to managing people at work and enable managers a more effective contribution to the organisation.

[Read more](#)



CPD Diploma in Mediation

Advance your career path in Mediation with this applied learning Diploma in Mediation. Conflict can occur in any employment relationship, and it is best dealt with early. If left unchecked it can escalate, potentially leading to larger disputes and costly tribunals. Mediation avoids these more formal avenues by helping the participants to reach an agreement in a more informal and constructive manner.

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Directors: Eugene McCague (Chair), Imelda Hurley (President), Paul Duffy, Mike Beary, Alastair Blair, Frank Gleeson, Anne Heraty, Colin Hunt, Caroline Keeling, Gerry Kilcommins, Pat McCann, Danny McCoy, Liam O'Donoghue, Anne O'Leary, Dalton Philips, Cecilia Ronan, Siobhán Talbot, Maureen Walsh

Registered address: 84/86 Lower Baggot Street Dublin 2 Phone: +353 (0)1 605 1500 Email: info@ibec.ie