



August 2023

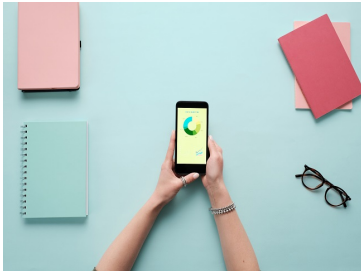
News



Update on the Work Life Balance and Miscellaneous Provisions Act 2023

Since the signing into law of the Work Life Balance and Miscellaneous Provisions Act 2023 in April, a number of new entitlements have entered into force. These include five days unpaid medical care leave per year, the extension of the period during which employees are entitled to breastfeeding breaks and the extension of maternity leave to transgender men. Several other new entitlements, however, have yet to be commenced including paid domestic violence leave and the right to request flexible or remote working.

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Revenue Enhanced Reporting Requirements - Ibec calls for January 2024 commencement date to be delayed for at least 12 months

The introduction in Finance Act 2022 of Section 897C of the TCA 1997 will introduce Enhanced Reporting Requirements (ERR). From January 2024, employers will be required to report to the Irish Revenue Commissioners in real time, details of certain payments made to employees and/or directors. Reportable benefits covered by the provisions currently include remote working per diem of €3.20 per day, vouched and unvouched travel and subsistence payments and vouchers as well as trivial benefits covered by the small benefits exemptions.

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Pension auto-enrolment moves a step closer

In recent weeks government issued a tender notice for administration services for the provision and operation of its automatic enrolment retirement savings scheme. The tender notice indicates that the contract, which is ten years in duration, covers the provision, design, build, customisation, testing, implementation, delivery, ongoing support and maintenance of the operation and administration for the scheme. It is anticipated that there will be a separate tender for investment services later in the year. Details of the final design principles of the Automatic Enrolment Retirement Scheme for Ireland published by government are available [here](#).



Employment Rights of Seasonal Workers

The Workplace Relations Commission is currently leading an information awareness raising campaign on the employment rights of seasonal workers in Ireland. The objective of the campaign is to create awareness that workers on seasonal work patterns have full access to the employment law provisions and to the terms and conditions of employment that employees are guaranteed under the law in Ireland.

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Subject access requests: watchouts and changes

The European Data Protection Board (the umbrella body for national data protection authorities) have adopted a final version of a *Guideline on data subject requests - Right of access*. Among others, the Guideline provides clarifications on the scope of the right of access, the information the controller has to provide to the data subject, the format of the access request, the main modalities for providing access, and the notion of manifestly unfounded or excessive requests.

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Harry Wall, Ibec Employment Law Solicitor, discusses the new guidance

Data Protection in the Workplace - New guidance for employers

Data protection and data privacy play an important role in society as a whole and particularly so in the workplace given that employers process considerable volumes of employee data. The Data Protection Commission published updated guidance in this area and it represents an opportune time to refresh on employers' obligations in this space.

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New €2,000 bursary to encourage employers to hire apprentices from the Traveller Community

The €2,000 bursary is available to employers across all apprenticeship programmes and is in addition to existing employer incentives, such as the €2,000 apprenticeship employer grant and the €2,666 gender bursary. The initiative will also provide financial support to apprentices from the Traveller Community to address the cost of participating in apprenticeship and pre-apprenticeship programmes.

[Read more](#)

Spotlight article



European Works Councils - EU Proposals for Reform

The European Commission has opened a second stage consultation of the social partners regarding a possible revision of the European Works Council Directive with a view to strengthening of EWCs and their ability to exercise information and consultation rights and increasing the number of EWCs in Member States. Ibec are currently engaging with members on these proposals and are holding an EWC Forum in the Ibec offices on 4 September at 11am. Members who wish to attend should contact Nichola Harkin, Head of Ibec Law Services at nichola.harkin@ibec.ie

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Human Resource News



Workplace Mentoring - Discover how to kick start or refresh your mentoring programme

In today's rapidly changing and evolving work environment, continuous professional and personal development of employees is fundamental in achieving long term success, making it a strategic necessity for organisations.

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Dress Code FAQs

A company may introduce a dress code to reflect the company brand or for more practical reasons related to health and safety. We address some frequently asked questions on dress codes including covering the cost of a uniform and differences in uniform requirements for males and females.

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Leveraging your employee educational assistance programme to attract and retain staff

In today's talent market, in addition to competitive compensation packages, employees want career development and mobility opportunities. If yours is one of the growing number of companies introducing educational benefits as a means of attracting and retaining talent, see Ibec's sample education assistance and training and development policies.

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Industrial Relations



Minister signs Employment Regulation Order for workers in the security industry after legal challenge settled

Earlier this month Neal Richmond, Minister of State for Business, Employment and Retail signed an Employment Regulation Order for the Security Industry. The Order for the new ERO, signed on 25 August, will commence on 4 September 2023 when approximately 16,000 workers will see their minimum rate of pay rise from €11.65 to €12.90 per hour. The order had been intended to commence in August 2022, however a legal challenge by a number of small employers in the security industry had prevented this from happening.

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WRC processed 688 equality complaints in first six months of 2023

Workplace Relations Commission statistics published earlier this month show that the leading grounds for employment equality complaints submitted between January and June were disability, closely followed by gender, followed by race.

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Health & Safety



Getting the most from your Occupational Health Service

The World Health Organisation defines occupational health as "an area of work to promote and maintain highest degree of physical, mental and social well-being of workers in all occupations". Despite the fact that the use of Occupational Health services in many organisations is now routine, there is still ambiguity about the role of the service and the benefits that it can bring if used effectively.

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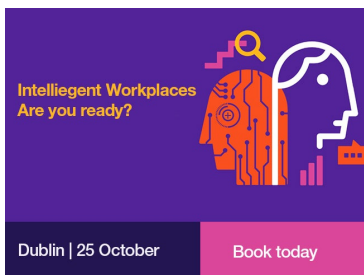


Occupational Safety and Health Update August 2023

In this month's OSH Update we highlight a number of HSA/NISO seminars taking place over the coming months. The workshops address important topics including managing a distributed remote workforce, safety culture, reporting, vulnerable workers and more.

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Upcoming Events



Ibec HR Leadership Summit 2023

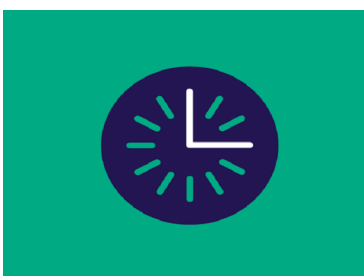
The Ibec HR Leadership Summit 2023 is taking place on 25 October in the Dublin Royal Convention Centre. This year's Summit will headline with the theme of 'Intelligent Workplaces' and will explore the important roles that psychological safety in teams, AI and Talent Intelligence will play in creating sustainable, healthy and productive workplaces.

[Book now](#)



Regional Employment Law Series

The Ibec Regional Employment Law Series will take place during the first two weeks in September in 4 locations nationwide. Ibec's Employment Law Solicitors will bring HR professionals up to date with recent Employment Law changes. [Book](#) now to secure a place



New *KC Connect in 15 Webinar* page!

Ibec have recently launched a webpage dedicated to our KC Connect in 15 webinars. The webinar series, which the Knowledge Centre have been running for over two years, is comprised of short, easy to digest webinars covering a range of employment legislation & occupational health & safety topics. Check out the page [here](#). In September, Ruth Heenan, Employer Relations Executive, will present on Managing Intoxicants in the Workplace. Click [here](#) to register.

Upcoming Training



CPD Diploma in Industrial Relations

Advance your career path in Industrial Relations with this applied learning Diploma in Industrial Relations. Acquire the theory, law and the practical skills required for those who work in industrial relations, human resource management and related areas.

[Read more](#)



CPD Diploma in Human Resource Management

Advance your career path in human resource management. This programme will give you a comprehensive knowledge and practical understanding of the whole area of HRM, ensuring both competence and confidence. This programme is for those who are looking for an in-depth knowledge and understanding of the whole area of HRM in practice. It is also aimed at those thinking about a career in HR or people management.

[Read more](#)

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