



# HRlink

Inspiring workplace excellence

February 2023

## News

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### Keeping pace with increasing regulation a challenge for employers

2022 was an exceptionally busy year for employment rights. The legislative agenda for 2023 means that it will remain a challenge for employers to keep pace with the increasing regulation of the employment relationship.

[Read more](#)



### CEO survey shows talent availability remains a challenge for majority of firms

Ibec's latest CEO Survey findings shows that overall business sentiment remains high in the country, despite ongoing geopolitical and economic uncertainty. However, the growing cost of doing business and labour market pressures remain to the fore.

[Read more](#)



### Sample Whistleblowing Policy

The Protected Disclosures (Amendment) Act 2022 commenced on 1 January. One of key changes introduced by the 2022 Act is the new obligation on private sector employers with 250 plus employees to put internal reporting channels in place for making and managing a protected disclosure. Download our new sample whistleblowing policy.

[Member only content](#)



## Business welcomes positive measures contained within Government cost of living package

Responding to the Government cost of living package announced on 21 February, Ibec said that the measures would support business confidence and activity. The extension of the 9% VAT rate for a further 6 months was also welcomed. The measure has been instrumental in helping businesses stay afloat and maintaining many jobs across the country.

[Read more](#)



## Extension of Temporary Protection Permissions granted to persons fleeing the war in Ukraine

In an announcement this month, the temporary protection permission which was granted to those fleeing the war in Ukraine has been extended by a further 12 months until March 2024. While the extension is applied automatically, the Department has published a confirmation notice which can be printed and held alongside the original temporary permission.

[Member only content](#)



## Number of people in employment reaches record high - CSO

The number of people in employment reached a record high over the 12 months to the fourth quarter of 2022 according to new figures from the Central Statistics Office. The CSO's latest Labour Force Survey indicates that the number of people at work in the State has risen to 2.57 million, with most sectors of the economy showing strong growth.

[Read more](#)

## Spotlight article

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## Government approves policy proposals to recognise families created through surrogacy

The number of employees becoming parents through surrogacy and seeking support from their employers has increased significantly in recent years. At present, there is no specific legislation in Ireland to govern either domestic or international surrogacy. In recent weeks there have been developments in this area with Government approving policy proposals aimed at ending the legal limbo for families created through surrogacy.

[Member only content](#)

## Case Law

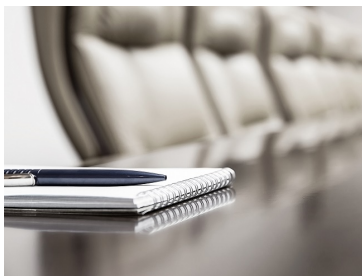
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### **Proportionality and procedures always under the microscope in dismissal for gross misconduct claims**

An assessment of what constitutes gross misconduct is made by an employer, not defined in statute. However, as case law demonstrates, a third party will always scrutinise the proportionality and procedures leading up to the summary dismissal of an employee.

[Member only content](#)



### **Transfer of Undertakings - recent cases and outcomes**

Although claims under the Transfer of Undertakings Regulations 2003 are less frequent than other pieces of employment rights legislation, a number of recent cases provide a useful reminder of the core principles involved.

[Member only content](#)



### **Compensation for loss - a review of cases before the Labour Court**

A number of themes typically feature in compensation for loss claims before the Labour Court. These include claims in relation to loss of overtime, changes to existing rosters, withdrawal of premiums and allowances or reduction in basic hours.

[Member only content](#)

## Human Resource News

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Ibec Cork Office, Penrose Dock, Cork

### **Statutory sick pay, new rules on probation and engagement on the agenda at ER Drop-In Clinic, Cork**

The second in an Ibec series of regional ER Drop-in events takes place in Cork on 6 March. Featuring presentations followed by one-to-one ER clinics, attendees will have the opportunity to meet with HR peers and Ibec experts in an informal setting. Find out when the event is coming to your region here.

[Read more](#)

# Industrial Relations

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## Labour Court invites submissions in respect of its JLC Review 2023

The Labour Court, in accordance with Section 41 (A) of the Industrial Relations Act 1946, at five-year intervals conducts a review of all establishment orders for Joint Labour Committees (JLCs). Ibec will be engaging with members in the coming weeks to reflect their views in its latest Submission. Have your say by emailing [heather.dempsey@ibec.ie](mailto:heather.dempsey@ibec.ie)

# Health & Safety

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## Think before you ink! - OSH Update

The European Chemicals Agency (ECHA) report that 12 percent of Europeans have a tattoo. The health risks of using dirty needles have been under scrutiny for a long time. Now, the Agency's concerns have been analysed and their risks have been regulated at EU level. Learn more in our February Occupational Safety and Health Update.

[Member only content](#)



## The vital role of Human Resources in Occupational Safety and Health Management

During the pandemic, Ibec identified that the HR function often took a lead role in managing OSH issues ranging from fitness to attend the workplace to risk assessing a remote work office. The post-pandemic work environment review developed and further enhanced the role of HR in terms of their contribution to OSH activities.

[Read more](#)



## 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, speaking at the Ibec Employment Law Conference 2022

### Ibec Employment Law Conference 2023

We are delighted to announce the title of the Ibec Employment Law Conference 2023: The age of change – keeping pace with increasing regulation of the employment relationship. At this year's conference, Ibec experts will provide employers with invaluable insights and practical advice on how to keep up with regulation around areas such as statutory sick pay, work life balance, probation, whistleblowing, equality in the workplace and more. We are delighted to host this conference in person once again and we encourage you to join us at the new Royal Dublin Convention Centre on 20 April. [Book now](#) to secure your place.



### KC Connect in 15 webinars

In February, the Knowledge Centre Team released a new KC Connect in 15 webinars providing advice on capability dismissals. The webinar, which was delivered by Employer Relations Executive Gail Maher, provides guidance around medical advice and engaging with employees in such scenarios. Click [here](#) to listen back to this webinar. On 14 March, Kirsty O'Sullivan will deliver a KC Connect in 15 webinar on constructive dismissals. Sign up to this webinar [here](#).



David Collings, Professor of Human Resource Management, Dublin City University, speaking at the Ibec HR Leadership Summit 2022

## Ibec HR Leadership Summit - bookings will open soon

We are delighted to announce the return of Ibec's award-winning conference for HR Leaders, The Ibec HR Leadership Summit 2023 will take place at [The Dublin Royal Convention Centre](#), on 25 October. Each year the Ibec HR Leadership Summit convenes a panel of world-renowned international academics, leading CEOs, CHROs and HRDs to share ideas and provide delegates with invaluable insights on the key trends and business priorities that companies should focus on and use to inform HR strategy that will drive business success. Bookings will open soon, please register your interest via the link below.

[Read more](#)

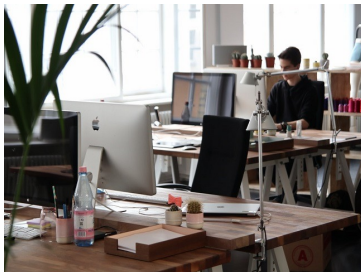
## Upcoming Training



### CPD Certificate in Managing People

This programme will develop core skills central to managing people at work and enable managers to make a more effective contribution to the organisation. The programme is designed for managers, supervisors and those preparing for promotion into a managerial role.

[Read more](#)



### CPD Certificate in Managing People Skills

This programme provides participants the opportunity to develop their management and interpersonal skills and to build on many of the core skills introduced in our earlier CPD Managing People.

[Read more](#)

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