



HRlink

Inspiring workplace excellence

August 2026

News



Low Pay Commission reported to have recommended 5.6% increase in National Minimum Wage

Recent media reports suggest that the LPC has recommended to government, a 5.6% increase in the national minimum wage hourly rate of pay. If accepted by policy makers, this could see the rate increase to €14.96 per hour from January next.

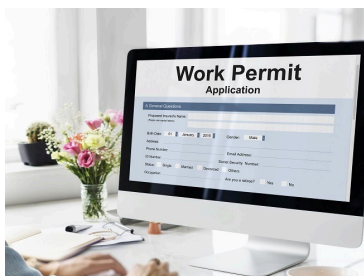
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Ibec and CBI call on Irish and UK governments to tackle regulatory barriers facing hybrid and cross border workers

Taxation compliance burdens regarding dual payroll obligations and 'permanent establishment' risks, which are triggered when employees attempt standard hybrid or remote work arrangements across the border, are among a number of key issues identified.

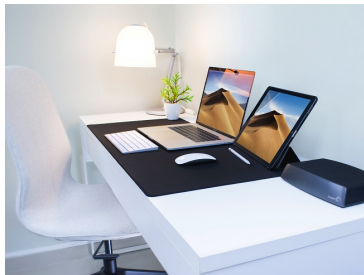
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Latest permit related notices, statistics and other right to work developments

A total of 3,830 employment permits were issued in July 2026. This is the highest monthly number for the year so far, according to the latest figures published by the Department of Enterprise. It brings the total number of permits issued in the first 7 months of 2026 to 22,914 an increase of 32.2% over the same period last year.

[Read more](#)



Number of people working from home declines in Q2 - CSO

According to the Central Statistics Office Labour Force Survey for Q2 2026, the number of people working from home in Ireland fell by 22,500 (2.2%) down to 990,600 compared to the same period in 2025, while those who never worked from home rose by 43,800 (2.4%) to 1,839,400.

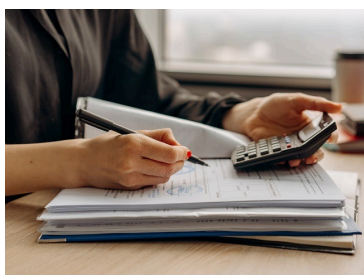
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Pension AE opt-out window for initial cohort enrolled closes on 31 August

Ireland's first pension auto-enrolment opt-out window for workers enrolled in MyFutureFund on 1 January 2026 officially closes on 31 August 2026 having opened at the start of July. Reports based on early figures from the National Automatic Enrolment Retirement Savings Authority, indicate that roughly 5,000 of the 800,000-plus enrolled workers chose to opt out in early July.

[Read more](#)



More female leaders in financial services

The 2026 Annual Report from the Women in Finance Charter shows that female representation in Irish financial services is growing, with women holding 38.4% of board seats and 34% of executive committee roles. Internal appointments to managerial positions indicated a 51% female share. The gender pay gap remains high, however, with a 16% average wage differential between male and female employees in firms surveyed.

[Read more](#)



Food Drink Ireland (FDI) launch practical Food Safety Incident Management Guide

Designed to support regulatory frameworks rather than replace them, this guide helps leadership teams treat food safety as a boardroom priority, protecting consumers, business continuity, and brand reputation. It delivers a multi-disciplinary framework to identify and manage technical, operational, commercial, legal, and reputational risks during a crisis.

[Read more](#)

Spotlight Article

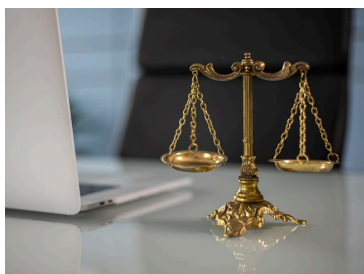


EU AI Act timeline - what rules are active now and what lies ahead?

On August 2, 2026, major new EU AI Act transparency rules took effect, requiring companies to clearly label deepfakes, inform users when they are interacting with AI chatbots, and flag machine-readable synthetic content. These transparency rules mark the latest milestone in the phased roll out of the EU AI Act between 2025 and 2028.

[Read more](#)

Case Law



Labour Court rules dismissal was fair in post-maternity redundancy case

A recent Labour Court decision demonstrates that while employees on protective leave enjoy significant legal protections, a dismissal may still be fair where an employer can clearly establish that a genuine redundancy situation exists and follows a reasonable consultation process.

[Read more](#)



Mystery tap-to-tip machine at café triggers WRC dispute over delayed gratuities

Staff at a Limerick café waited nearly two years to receive significant amounts in digital tips after a mystery tap-to-tip machine appeared on the counter. The case reached the Workplace Relations Commission after the café's former manager filed a claim over unpaid gratuities and wage delays.

[Read more](#)



Security guard fails in family status discrimination claim

In the case concerned, the WRC found that the employer had given genuine consideration to the worker's roster change request, identified alternative arrangements which the employee declined, was never notified of the spouse's disability or the employee's status as a primary caregiver.

[Read more](#)



Labour Court rejects craft workers handheld device allowance claim

In a notable ruling for public sector industrial relations, the Labour Court has rejected a demand by unions representing 900 Health Service Executive (HSE) craftworkers for a €750 annual allowance following the rollout of tablets and mobile phones.

[Read more](#)

Human Resource News



Long service awards, tax rules and best practice considerations for employers

When an employee reaches a milestone anniversary of employment, employers may wish to present a gift to mark the years of loyal service and contributions they have made to the company. A Long Service Award acknowledges the employee's commitment and favourable tax arrangements are in place to facilitate this.

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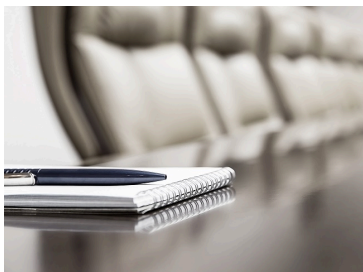


Literacy is everyone's business

Research shows that low workplace literacy increases safety and compliance risks, lowers engagement, restricts career progression, and drives up operational and training costs.

[Read more](#)

Industrial Relations



Limited progress in early discussions about pay prompts national ballot

August saw the launch by the public sector unions of a national ballot running from August 4 to 1 September. Members are being asked to decide the unions' next steps in the absence of any agreement on pay following the expiry Public Sector Agreement 2024-2026 on 30 June. The ballot follows limited progress made during preliminary talks held between unions and policy makers.

[Read more](#)



WRC role under the EU AI Act

The Regulation of Artificial Intelligence Act 2026 was signed into law on 21 July 2026 and officially designates the WRC as a market surveillance authority to supervise artificial intelligence systems used in the Irish labour market under the EU AI Act.

[Read more](#)



Mediation matters - transforming conflict into constructive dialogue

Mediation is a rapidly growing alternative dispute resolution (ADR) method utilised across family, civil, and workplace environments. At its core, mediation is a structured approach to bridging differences.

[Read more](#)

Health & Safety



Deeper dialogue, safer workplaces

Many organisations only view Safety Representatives as a legal requirement under the Safety, Health and Welfare at Work Act 2005. In reality, they can be one of the most effective tools for strengthening workplace compliance, improving communication and identifying risks before they become incidents, grievances or absence issues.

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August OSH Update

In this issue, we highlight the Health and Safety Authority's newly launched nationwide inspection campaign on driving for work risk management targeting employers across a range of sectors. Also in this issue, new initiatives for managing health and safety in the workplace, the agenda for Ibec's annual OSH seminar is now live and more...

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Upcoming Events



Sign up to our next *KC Connect in 15* webinar: AI Update

On **8 September**, Sophie O'Sullivan Jones, Employer Relations Executive, will discuss the latest EU AI transparency rules (active August 2026) and the growth in AI use by employees. She will also address the wearing of AI-equipped smart glasses on the job and the workplace privacy, data protection and legal concerns this development has sparked.

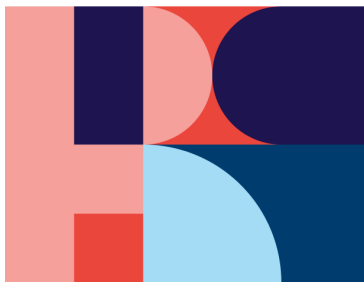
[Visit our Library of KC Connect in 15 webinars](#)



Ibec ER Open Day and Clinic - Right to Work and Right to Work Longer

Taking place 10 September members can expect one-to-one consultations with an Ibec ER Executive, short intermittent presentations on the issues of Right to Work and Right to Work Longer as well as an opportunity to network with your HR peers. As a member, there is no charge to attend this event, however, as places are limited, booking is essential.

[Book here](#)



Ibec HR Leadership Summit 2026

Learn how to build, protect and leverage workplace trust at this year's Ibec's HR Leadership Summit. In an era of global volatility and misinformation, trust has become the foundation of strong leadership, engaged teams and sustainable growth. Yet, it has never been more easily fractured. Join 450 HR leaders on Wednesday, 21 October at the RDS with contributions from leading peers and international academics. Don't miss it!

[Book here](#)



Masterclass: Shaping a culture of wellbeing

The relationship between employers and employees is changing fundamentally. Combining a structured methodology with expert insights, collaborative discussions, and shared peer experiences, you will walk away with the practical tools to shape the culture of wellbeing your organisation needs. The masterclass takes place 5 November, Hilton Hotel Kilmainham, Dublin.

[Book here](#)

Upcoming Training



Pay Transparency Seminar

Did you miss out on previous Pay Transparency Seminars? This September offers another opportunity to attend the full in-person session and catch up on the essential guidance you may have missed. Book [here](#).



Retirement Matters Seminar

This in-person half-day seminar on 12 November is designed to equip HR professionals, business leaders, and policymakers with an understanding of changed retirement rules and emerging employment trends, along with practical strategies for maintaining an inclusive workforce that is supported by a strong framework for succession planning. Book your place [here](#).

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