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HRlink
Inspiring workplace excellence

October 2026

News



36% of organisations yet to model the impact of AI on their workforce structure

Ibec's latest Talent Trends Report, launched at the annual HR Leadership Summit, delivers key benchmarks for HR leaders. While fears of near-term AI headcount reductions remain low, 36% of organisations have yet to model its workforce impact, the report shows.

Read more



Maeve McElwee and Anton Savage at the Ibec HR Leadership Summit 2026.

The Human Capital Imperative: Reflecting on Trust and Leadership in an AI-Driven World

Following the discussions at the recent Ibec HR Leadership Summit on 21 October in the RDS, Dublin, where over 400 HR professionals gathered, the central theme of trust in a rapidly changing environment continues to resonate strongly across organisations.

Read more



President signs Gender Pay Gap Reporting Bill into law making portal reporting mandatory in November

The Employment Equality and Institutional Burials (Amendment) Bill 2026 was signed into law by President Catherine Connolly on 24 October. The legislation obligates employers with 50 or more employees to report their information for the 2026 cycle through the portal.

Read more



Government likely to transpose EU Platform Work Directive into national law through ministerial regulations

The primary purpose of the EU Platform Work Directive (Directive (EU) 2024/2831) is to improve working conditions and protect personal data for people who perform work through digital labour platform. The deadline for transposition in member states is 2 December 2026.

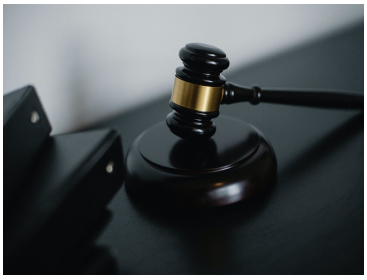
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Right to Work - streamlined immigration process for skilled workers in 2027?

In May 2024, Ireland formally agreed in principle to opt into the recast EU Single Permit Directive with the objective of transitioning to a Single Permit System that combines the employment permit and immigration/visa application processes into one. As part of this transition a Single Permit Procedure for applicants under the CSEP, media reports suggest, may be piloted in 2027.

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High Court sets strict new standards for Generative AI in civil litigation

Following the Court of Appeal's ruling in Guerin v O'Doherty [2026] IECA 48, the Irish High Court has published Practice Direction HC142. Effective from September 1st 2026, it represents a definitive framework on integrating generative AI into court submissions.

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Spotlight Article

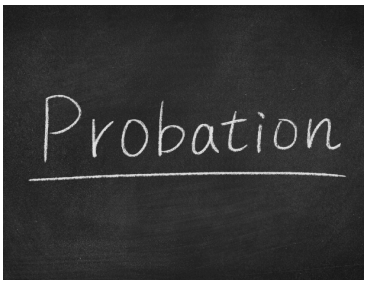


Attendees at the National Apprentice of the Year Awards.

Apprentice of the Year Awards Ceremony

The National Apprentice of the Year Awards celebrate the achievements of apprentices and highlight the leadership, creativity, teamwork and problem-solving skills apprentices bring to workplaces across Ireland. Sapna Sian, a graduate of Ibec's Manufacturing Technology apprenticeship based at Johnson & Johnson Vision Care in Limerick, took the national title for 2026.

Case Law



WRC awards €1,247 to employee over unlawful probation extension

An employer has been ordered to pay two weeks' remuneration to an employee after an Adjudication Officer determined that the company breached the Terms of Employment (Information) Act 1994 by extending her probation beyond the statutory six-month cap without objective justification.

Read more



General operative loses constructive dismissal claim over failure to use internal procedure

A general operative who claimed he had been replaced while out on certified sick leave for knee surgery has lost a constructive dismissal claim before the Workplace Relations Commission, after an Adjudication Officer ruled that his failure to engage with HR or exhaust internal grievance mechanisms proved fatal to his case.

Read more



Groundskeeper's disability related claim fails, WRC finds he was accommodated

An employer is not legally bound to implement the exact accommodation requested by the employee provided the alternative counter-measure offered effectively alleviates the barrier and secures the employee's access to employment, a recent Adjudicator's ruling affirms.

Read more



Veteran postal worker loses retirement extension discrimination challenge at WRC

In a recent ruling, the Workplace Relations Commission (WRC) has dismissed all claims brought by a veteran postal worker who alleged age and disability discrimination after being denied a full one-year post-retirement service extension.

Read more

Human Resource News



Beyond Black History month - building workplaces where people truly belong

As October comes to an end, so does another Black History Month. Across Ireland this month, people engaged with Black history in ways that grow richer every year.

Read more

Industrial Relations



Talks continue on public sector pay deal

Talks between public sector unions and officials from the Department of Public Expenditure at the WRC entered their tenth day on Friday 30 October. Union leaders earlier in the week indicated that if agreement was not reached on a new draft public sector pay deal by the weekend, industrial action could escalate in November.

Read more

The Labour Court, the journey to 80

Marking 80 years since the Labour Court's inception under the Industrial Relations Act 1946, Chair Louise O'Donnell addressed an anniversary gathering on 15 October 2026 with an assessment of the institution's record, operational challenges and opportunities in an increasingly complex landscape.

Read more

Health & Safety



Ibec speakers at the Ibec Northwest office for the recent Ibec Regional OSH Roadshow series.

October OSH Update

In this issue; Managing Display Screen Equipment - discover how you measure up against your peers. Also in this issue we feature the new EU-OSHA campaign on workplace mental health and more...

Read more

Upcoming Events



Sign up to our next *KC Connect in 15* webinar: Data Breaches & Cyber Attacks

On 10 November, Alison Boland, Employer Relations Executive, will discuss the key measures employers must take in the event of a data breach, how to respond to cyber-attacks and the necessary steps to limit potential damage.

Visit our Library of KC Connect in 15 webinars



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



Navigating employment law into 2027: Are you prepared?

This full day seminar will provide employers with expert insights and practical guidance on the key employment law developments, regulatory changes, and workplace challenges expected in 2027. Join us in **Dublin** on 9 December or in **Cork** on 15 December to understand your obligations, manage emerging risks, and ensure your organisation is prepared for the year ahead.



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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