



HRlink
Inspiring workplace excellence

February 2024

News



Auto-enrolment information session for employers as Minister doubles down on plan to launch landmark AE pensions scheme later this year

Speaking at the National Pensions Summit in Dublin on February 1st, Minister for Social Protection Heather Humphreys said that an enabling Bill for the plan will be unveiled in March and begin its passage through the Oireachtas thereafter. The Department of Social Protection will hold a webinar for employers on the AE Retirement Savings System on 12 March.

[Member only content](#)



Ibec survey reveals CEOs more optimistic than in previous two years as businesses adjust to geopolitical challenge

The research, conducted among over 230 CEOs, identifies labour cost increases as the primary challenge facing businesses, with skills availability reported as the second most significant obstacle.

[Read more](#)



Platform Work Directive fails again

Earlier this month (15 February) the Belgian's presidency's proposed text for a Directive of the European Council and Parliament in improving the conditions in platform work failed to get the necessary support of a number of EU member States. Member States including France, Germany, Greece and Estonia abstained from voting, which meant an agreement could not be reached.

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Third of workers have no private pension cover - CSO

New figures from the Central Statistics Office (CSO) reveal that while there has been a modest improvement in private pension cover in the last year, rising from 66 per cent in 2022 to 68 per cent in 2023, a third of workers between 20 and 69 have no private pension cover. These workers will depend on State pension in retirement.

[Member only content](#)



Diversifying talent pipeline key to addressing supply chain skills shortage

Ibec CEO Danny McCoy has said that Ireland's supply chain resilience currently faces unprecedented threats. Data shows that 40 per cent of workers in the sector are aged 50 and above while 27 per cent of transportation and storage sector employees are aged 55 and above indicating an urgent need for rejuvenation and diversification. Mr McCoy was speaking at an event organised as part of the Government's Supply Chain Skill Week 2024.

[Read more](#)



Maeve McElwee, Director of Employer Relations, Ibec, at the Employment Law Conference 2023

The Employment Paradox - Nurturing Relations, Navigating Regulations

2024 will be a pivotal year for employment policy in Ireland, as developments continue apace. Retirement age, pensions, AI in the workplace, statutory sick leave, pay transparency as well as managing aggression and harassment in the workplace are all topical issues which will be examined in detail in April at Ibec's annual employment law conference. To make your voice heard in shaping the debate, sign up to this year's event.

[Read more](#)



L-R: Stephen Driver, Ibec, Lorraine Marah, GE Healthcare, Sophie Crosbie, Ibec, Lisa Moloney, Ibec, Mark McMahon, GE Healthcare, Fiona Higgins, Ibec

Changes to employment law landscape and Ibec's latest shift work report findings top the agenda at recent HR forums and ER drop in Clinics

[Member only content](#)

Together with the opportunity to discuss upcoming legislation, other employment issues and Ibec's latest [Shift Work Report](#), these recent events also offered attendees the chance to network with HR peers and Ibec experts in an informal setting.

Spotlight articles



Looking for some guidance to plan your organisation's International Women's Day celebrations?

International Women's Day is marked on 8 March each year. For 2024, the theme is 'inspire inclusion.' By aligning with the global commitment to gender equality, businesses can create a more robust and sustainable future. To learn more about the business case for gender equality and access guidance and resources to help with IWD activity within your firm...

[Read more](#)

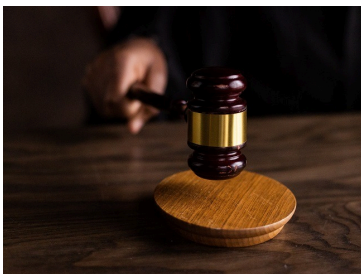


Unlocking Ireland's Workforce Potential: A Call to Business for Disability Inclusion

According to the 2022 Census, there are more than 1.1 million people in Ireland living with a disability. Data indicates that 36.5 per cent of people with a disability (aged between 30 and 64) are in employment compared to 72.8 per cent of people without a disability. Beyond individual livelihoods, the underutilisation of talent within the disabled community poses a threat to Ireland's economic potential, according to Anna Boda from Employers for Change.

[Member only content](#)

Case Law



WRC finds Sales Worker's discrimination claim following non renewal of post-retirement fixed term contract, not well founded

The Adjudication Officer held that there was no ambiguity in the original retirement clause in the man's contract or their letter requesting to work past retirement age. The AO also noted that he had recommenced working on a "Post Retirement Fixed Term Contract of Employment" with an expiry date that he had signed and agreed.

[Member only content](#)



Labour Court recommends that Union accept Financial Institution's Group pay terms in the interest of IR stability

In a significant decision dated 16 February, the Labour Court recommended that Unite the union should accept a 4 per cent pay increase on behalf of 300 members in an insurance business. The business in question is part of a larger financial institution where the 4 per cent pay increase, which applies across the Group, had already been accepted by two other unions.

[Member only content](#)

Human Resource News



St Patrick's Day 2024 and public holiday entitlements

St Patrick's Day 2024 is celebrated on March 17 and is a public holiday. While the public holiday falls on the same date, even if it falls on a Sunday as it does this year, the public holiday benefit may not fall to the next working day.

[Member only content](#)



How Opinions about Hybrid Work Differ Around the Globe

While much has been written about the different perspectives of leaders and employees on the ideal mix of time spent working in the office versus elsewhere, one dimension that has received relatively little attention is if and how the perceptions of hybrid work differ across geographies. Yet, this is a critical issue for any leader of global teams, claim INSEAD professors or organisational behaviour Henrik Bresman and Mark Mortensen.

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Industrial Relations



Government approves new public sector pay deal

The Government, on 13 February, gave formal approval to the new public sector pay deal. This follows agreement being reached in late January at the Workplace Relations Commission between Government and union representatives for a new collective pay agreement for the public sector. Public sector unions will now cast their votes with the final results expected by 25 March.

[Read more](#)



Adrian Norton, Employer Relations Executive, Ibec

Spotlight on Ibec's Advocacy and Representation Team

This month HRlink sat down with a member of our Employer Relations Division's Advocacy Team, to get an understanding of the role of the Advocate within the ER team and the range of services they provide for members.

[Read more](#)

Health & Safety



Occupational Safety and Health Update February 2024

In this month's OSH update we report on an Ibec Occupational Safety and Health Spring 2024 regional road show which starts in Waterford on 7 March. Further events will be held in Galway, Cork, Donegal and Limerick throughout March and April. Also in this issue, we bring you details of the launch of a Biopharmachem Ireland Responsible Care report on 6 March. We highlight new Health and Safety Authority guidance on protecting vulnerable workers and more.

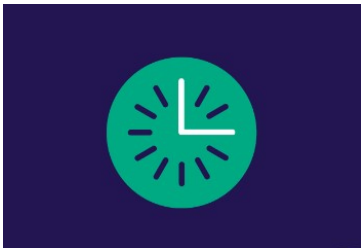
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Upcoming Events



Leading in Wellbeing Lunch

Ibec is delighted to announce the return of the [Leading in Wellbeing lunch](#) taking place on Thursday 25 April in the College Green Hotel, Dublin 2. On the day we will celebrate the launch of the top 100 companies leading in wellbeing and to mark Ibec's [10th National Workplace Wellbeing Day](#). We will also be recognising the companies that have excelled across key areas of their KeepWell accreditations during the last year, through our Best in Class awards. Book today and join us, your colleagues and peers for a delicious meal, good conversations, entertainment, inspirational speakers, and a special guest honouree. The lunch will be hosted by TV presenter and designer, Brendan Courtney. To avail of the early bird which ends on 8 March [book here](#)



KC Connect in 15 webinars

Don't forget to [sign up](#) to our *KC Connect in 15* webinar taking place on the 12 March on Family Leave Entitlements. During this webinar, Laura Jayne Emmo, Employer Relations Executive, will provide an overview of the various statutory family leave entitlements available to employees, along with key areas of the relevant protective leave Acts, and the recent changes to associated state benefits. Members are also reminded that previous *KC Connect in 15* webinars are available to listen to on our *KC Connect in 15* [webpage](#).



Ibec Employment Law Services Team at the Ibec Employment Law Conference 2023

Ibec Employment Law Conference 2024

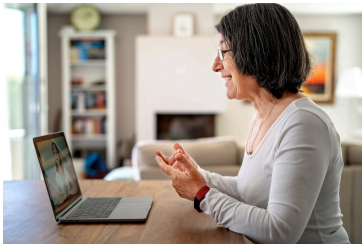
Tickets are almost sold out for [Ibec's Employment Law Conference](#) taking place on Thursday, 18 April at the Dublin Royal Convention Centre. The central theme of this year's conference, The Employment Paradox aims to delve into the changing policies surrounding the employer-employee relationship. Items on the agenda will include managing harassment and aggression in the workplace, top 5 cases of the last 12 months, AI in the workplace and much more besides. Book your place [now](#).



National Workplace Wellbeing Day 2024

Join us for Ibec's 10th National Workplace Wellbeing Day on Friday, 26 April, 2024! As a registered participant, you'll publicly demonstrate your commitment to staff wellbeing. This day offers a chance to focus on social, mental, and physical support for employees, showcasing your year-round efforts. A successful wellbeing program enhances health, engagement, and productivity. Register now for a chance to win vibrant office plants and start planning! Register [here](#).

Upcoming Training



Upcoming Learning and Development

Are you looking to invest in the development of your people this year? Advance the knowledge and competence of your people with Ibec Academy, by upskilling them with one of our accredited cpd Diplomas in [Employment Law](#), [Coaching](#) or [OSH](#). Ibec uses our extensive knowledge and expertise to ensure our cpd Diplomas are current, practical and reflect the needs of Irish industry. [Contact us](#) to learn more or to design a customised programme in these areas for your people.

Contact us, it's always great to hear from you

Email your feedback or suggestions to hrlink@ibec.ie

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