



HRlink
Inspiring workplace excellence

April 2024

News



Ibec Employment Law Services Team at the Ibec Employment Law Conference 2024

Ibec conference highlights challenge of Nurturing Relations and Navigating Regulations in the workplace

Ibec's 2024 Employment Law Conference took place earlier this month in Dublin. The central theme of this year's event *the Employment Paradox - Nurturing Relations, Navigating Regulations* aimed to delve into changing policies surrounding the employer-employee relationship. On the day, speakers addressed the imperative for employers to explore and adapt against the backdrop of technological revolution, legislative transformations and growing employee expectations.

[Member only content](#)



Government publishes Bill paving the way for pension auto enrolment

The Minister for Social Protection, Heather Humphreys TD, this month announced the publication of the Automatic Enrolment Retirement Savings System Bill 2024. The Bill will pave the way for around 800,000 workers to be enrolled into a retirement savings scheme for the first time from January 2025. Many employers will have much to do to prepare as Ireland moves closer to auto enrolling employees in the government-run pension plan.

[Member only content](#)



Flexible and Remote Working requests: frequently asked questions

The right of employees to request remote working and to request flexible working (in the case of parents and carers) finally came into effect on 7 March with the publication of the Workplace Relations Commission's related Code of Practice. We have drawn up a new FAQ document to address commonly asked questions raised by employers in connection with the Code since its launch.

[Access our FAQs](#)



Gender Pay Reporting date likely to change to November this year

This year sees the threshold for Gender Pay Gap reporting drop to employers with 150 or more employees. It is anticipated that the Gender Pay Gap Portal will be available in the coming months and also that the deadline for reporting will change to November although the snapshot date will remain as June. This change from the December reporting date which applied in previous years, is to allow for the greatest level of technical support with the portal.

[Read more](#)



Large decrease in cost settling claims through the Injuries Resolution Board

According to a report published in recent weeks, the average cost of settling public and employer liability claims through the Injuries Resolution Board dropped by a third in 2022 compared to 2020. The data is the latest in the National Claims Information Database (NCID), published by the Central Bank.

[Read more](#)



Ibec Economic Outlook Q1 2024

Ibec has published its latest Economic Outlook. The Outlook includes key economic indicators and commentary on labour market, inflation and wage trends. The report shows that economic figures for last year belie a robust economic performance on the ground, with 90,000 additional jobs added and a domestic economy that compares favourably with much of Europe. For this year, Ibec expects GDP growth of 2 percent.

[Read more](#)

Spotlight article



Highlighting the vital importance of workplace wellbeing

Increasingly organisations are measured through the lens of their corporate social responsibilities. Over the past decade, we have witnessed a significant shift from ad-hoc, reactive measures to strategic, proactive approach to support workplace wellbeing. The challenges of the last few years have accelerated this change. Moreover, employers now view workplace wellbeing not just as a moral imperative, but also as a strategic investment in their business success.

[Read more](#)



Positive Action in the Workplace

If you are an employer in Ireland, can you choose to use positive action measures to help people overcome certain barriers and improve representation in the workforce? In order to do this lawfully, an employer must understand what the Employment Equality Acts allow and also be familiar with the lessons from case law.

[Access our FAQs](#)

Case Law



WRC finds retail worker whose company sick pay benefit was exhausted had no right to Statutory Sick Pay

The introduction of Statutory Sick Pay in 2023 has been a challenge for some employers for a variety of reasons, not least whether its company sick pay scheme is more favourable than the Statutory Sick Pay scheme.

[Member only content](#)



Health care professional loses UD claim as WRC highlights her failure to utilise internal grievance procedure before resigning from her job

Constructive dismissal occurs when an employee believes that, due to the actions of their employer, they have no other option but to resign from their position. In a recent case before the Workplace Relations Commission the question of whether the employee exhausted all internal procedures before resigning was once again a key consideration for the WRC Adjudicator.

[Member only content](#)

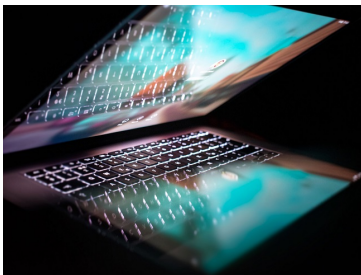
Human Resource News



Top 100 Companies Leading in Wellbeing index announced

The business community marked the 10th annual National Workplace Wellbeing Day on Friday 26 April. As part of Ibec's activity, Ibec launched the 'Top 100 Companies Leading in Wellbeing' Index in association with the Business & Finance media group. The index recognises the top 100 businesses of all sizes for their exceptional contribution to employees' social, mental and physical wellbeing.

[Read more](#)



Misinformation and disinformation can pose significant threats to businesses and individual employees

While mis/disinformation are best known for their affects on global politics, these dual threats are also being used to target businesses large and small, as well as individual employees. The challenge is to help employers and employees with tools to identify trusted traditional new sources of information.

[Read more](#)



Key take aways from Ireland's Data Protection/ GDPR case studies

The Data Protection Commission (DPC) recently published a collection of case studies which represent the common issues they deal with it on a day-to-day basis. In this issue we take a closer look at a number of these case studies that are of particular relevance to employers. They deal with issues such as CCTV in the workplace, the processing of special category data and the use of personal data in workplace investigations.

[Member only content](#)



(L-R) Nessa White (Executive Director), Moira Walsh (Director of People/HR), Yuliia Ghumman (Project Officer), Sarah McSharry (KeepWell Mark), Gwen Doyle (Strategic HR Partner), Andrew Brownlee (CEO).

SOLAS awarded Ibec KeepWell Mark

SOLAS, The Further Education and Training Authority, has been awarded with Ibec's KeepWell Mark, a national accreditation that recognises and celebrates organisations that put the health and wellbeing of employees at the centre of company policy. Ibec's KeepWell programme focuses on key areas of workplace wellbeing, including leadership, mental health, absence management, physical activity and healthy eating.

[Read More](#)

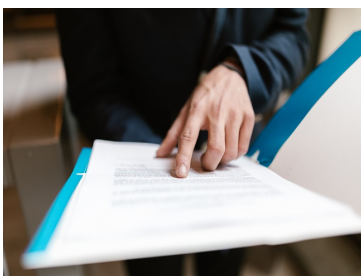
Industrial Relations



Mandatory retirement age for full-time and retained firefighters to rise to 62

Government have announced plans to increase the mandatory retirement age for both retained and full-time firefighters to 62. Announcing the plans, Minister for Housing, Local Government and Heritage Darragh O'Brien said the necessary legislative amendments should be enacted soon. The extension of mandatory retirement age is the latest in a number of initiatives aimed at resolving retention and recruitment issues within the retained fire services.

[Read more](#)



Labour Court Rules 2024

Employers are reminded that on 29 January of this year the Labour Court revoked the Labour Court Rules 2022 and replaced them with the Labour Court Rules 2024. The main changes relate to virtual hearings and live video links, rules dealing with IR cases and the fact that appeals can be made via the new Labour Court Portal.

[Read more](#)

Health & Safety



Occupational Safety and Health (OSH) Update April 2024

In this month's update we report on Workers' Memorial Day and the Health and Safety Authority's call for views in developing their next Strategy for the period 2025-2027. We give you the opportunity to learn more about OSH remote and hybrid working considerations and more

[Member only content](#)

Upcoming Events



Speakers from the Ibec HR Leadership Summit 2023

We are delighted to announce the return of Ibec's flagship HR Leadership Summit 2024. Taking place at [The Dublin Royal Convention Centre](#) on 23 October, with host, TV and radio presenter Anton Savage. This award winning event is in its 24th year, on the day delegates can expect to hear from global industry experts who are leading the way for organisational success. Bookings are now open, we have a 100 tickets available at super early bird rate. Click [here](#) for more information.



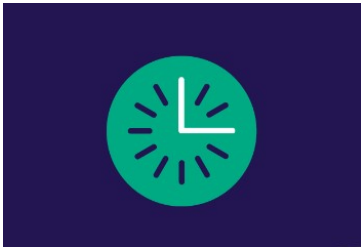
Property Industry Ireland Conference 2024

The [Property Industry Ireland Conference 2024](#) is taking place at the Radisson Blu Royal Hotel in Dublin, on 22 May, under the theme 'Joining the dots in an evolving property sector.' This conference will provide an excellent opportunity for members of the property sector to connect and network with industry peers, and gain key insights and timely analysis on trends and upcoming challenges impacting the industry. [Book now](#) to be a part of the conversation.



HR Forum - Navigating the Retirement Landscape

In an upcoming HR Forum, Aoife McFadden, Employment Law Solicitor, will discuss navigating the retirement landscape including an update on retirement and pension reform. Fiona Higgins, Head of Knowledge Centre, in conversation with Aoife McFadden will discuss common questions our Executives receive from Members in this space. Finally, Vicky O'Neill, HR Strategy Specialist will provide a brief overview of succession planning given its relevance to retirement. Click [here](#) to register.



HR metrics to be explored in an upcoming *KC Connect in 15* webinar

Vicky O'Neill, HR Strategy Specialist will discuss the importance of data-driven HR. She will explore some commonly used metrics and some tips for implementing them within your own organisation and will share with you some benchmark and maturity models for Talent and HR Analytics. This KC Connect will be followed by a bonus HR Metrics Guide. Click [here](#) to register.

Upcoming Training



New Course: Generative AI - a HR Perspective

With the emergence of AI impacting every aspect of business, HR Managers need to think how they can futureproof their skills in this area. [Ibec Academy](#)'s new course, [Generative AI – a HR Perspective](#), 23 May is a one-day session for HR professionals, including managers, recruiters, trainers, interested in leveraging AI for HR processes. It will help you and your teams get ahead by adapting AI into your way of work. Spaces are limited – [book today](#) to save your spot.



Certificate in Managing Employee Relations

Are you a manager who wants to build skills and knowledge to maintain and grow positive employee relations within their organisations? [Ibec Academy](#) runs a TU Dublin, CPD Level 6 NFQ (5 ECTS) [Certificate in Managing Employee Relations](#) that can help you upskill in this area. Starting 8 May, this programme aims to develop and enhance the key knowledge and skills required of front line and middle level managers to establish and maintain positive employee relations within their organisations. Give your career a boost, [contact us](#) to learn more.

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

Email your feedback or suggestions to hrlink@ibec.ie

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