



HRlink

Inspiring workplace excellence

January 2023

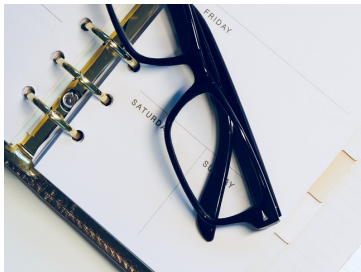
News



Statutory Sick Leave and Sick Pay - your questions answered

Since 1 January, employees who are not already covered by a more favourable existing company sick pay scheme now have a statutory right to sick pay. In this issue, we address some of the most common questions about the new entitlement.

[Member only content](#)



Ibec calls for delay in workplace pensions auto-enrolment

During a recent address before a Joint Oireachtas Committee, Fergal O'Brien, Ibec Director of Lobbying and Influence said that while Ibec is strongly in favour of auto-enrolment with a focus on targeting low-to-middle-income earners, employers need a full two year lead in period from the time the legislation is complete and signed into law.

[Read more](#)



Directive 2019/1152 on Transparent and Predictable Working Conditions signed into law - Ibec Guidance Note

The European Union (Transparent and Predictable Working Conditions) Regulations 2022, S.I. 686/2022 impose a six-month limit on probationary periods, give employees the right to request to be transferred to a form of work with more predictable and secure working conditions and place a ban on exclusivity clauses. Review your [employment contracts](#) to ensure they comply with the new requirements.

[Member only content](#)



Stronger Whistleblower Protection comes into force

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. See our new FAQs.

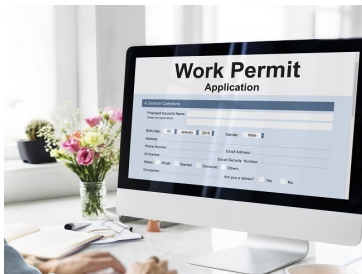
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St Brigid's Day Public Holiday

This year sees the introduction of a new permanent public holiday established in celebration of Imbolc/St Brigid's Day. This will be the first Monday in every February, except where St Brigid's Day, the first day of February, happens to fall on a Friday. In this case, Friday the 1st of February will be a public holiday.

[Member only content](#)



Latest employment permit and visa permission developments

Commencing 16 January 2023 all General Employment Permits applications will be initially screened across a small number of mandatory criteria, prior to being accepted for formal processing. There have also been significant changes to the Atypical Working Scheme operated by the Department of Justice.

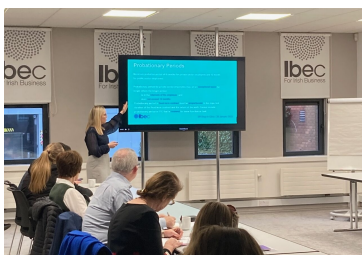
[Member only content](#)



Increased childcare subsidy will make services more favourable - CSI

Childhood Services Ireland (CSI), the Ibec group that represents childcare providers across the country, has said that the increase in childcare subsidies from 0.50c per hour to €1.40 per hour will help make childcare more affordable to many families but cautioned that more critical investment and reforms are required.

[Read more](#)



ER Drop-In Clinic - 30 January

This week, Ibec hosted an ER drop-in clinic for members at its Dublin offices. On the day, special focus was given to contracts, managing probationary periods and statutory sick pay. If you were not in attendance, you can access our new webinar on statutory sick pay [here](#).

Catriona McKeating, Employment Law Solicitor, Ibec, presenting at the Ibec ER Drop-In Clinic on 30 January

Spotlight article



Mental health practices in Irish business 2012-2022

The Ibec research unit has been collecting data on mental health experiences from Irish business from 2012 to 2022. This work explores organisations' encounters with mental ill-health as well as the existence and usage of a range of mental health and training initiatives within organisations.

[Member only content](#)

Case Law



WRC awards more than €16k to employee not paid extra for working Sundays

The Workplace Relations Commission recently awarded the employee of a facilities management company a sum equivalent to six months' pay after upholding his complaint under the Organisation of Working Time Act 1997. He claimed that he had not been paid extra for working Sundays over a period of thirteen years.

[Member only content](#)



Equality Law decisions highlight factors considered by WRC when determining that discriminatory treatment occurred

The Employment Equality Acts outlaw discriminatory treatment on any of the nine prohibited grounds in a broad reaching manner, covering not only existing employment relationships but also the termination of those relationships, as recent case law demonstrates.

[Member only content](#)



Pregnancy and maternity leave remain fertile grounds for claims

An employee's pregnancy or maternity leave may raise issues of equality and discrimination in employment. Discrimination on the gender ground includes less favourable treatment connected with pregnancy or maternity leave.

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Human Resource News



Conditions of employment - how does your company compare?

Ibec has published nineteen new reports on work patterns and company benefits. You can now benchmark your overtime, Sunday premium, flexible working and call-out arrangements against those of your peers. Discover also how you compare on benefits such as sick, pensions, mileage, bonus and more.

[Read more](#)

Industrial Relations



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

[Read more](#)

Health & Safety



Health and Safety Update January 2023

Although provisional data from the Health and Safety Authority shows that the number of people who lost their lives in work-related incidents last year was the lowest in 30 years, vigilance around health and safety is still imperative.

[Member only content](#)

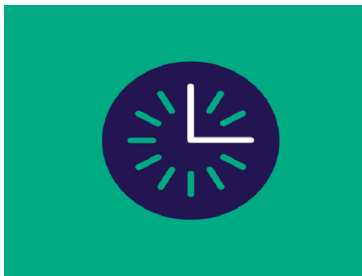
Upcoming Events



L-R: Maeve McElwee, Director of Employer Relations, Ibec and Pauline O'Hare, Senior Employment Law Solicitor, Ibec

Ibec Employment Law Conference 2023

Following the success of our recent ER drop-in clinic, where we discussed the practical implications for employers of the introduction of statutory sick leave and new requirements on transparent and predictable working conditions, on 20 April at our Annual Employment Law Conference, Ibec employment law experts will examine these new policy initiatives, amongst others, in detail and the impact of same on your business. Don't miss out on the early bird which has been extended to the 13 February, book your place [here](#).



Listen back to previous KC Connect in 15 webinars

The *KC Connect in 15* series comprises short, easy to digest webinars covering a range of employment legislation and occupational health and safety topics. On 31 January, Liz Murphy, Employee Relations Executive in the Knowledge Centre delivered a [webinar](#) on the Sick Leave Act 2022. Listen back to this webinar and many others on the Ibec [Playback](#) page.



HR Forum - Employee engagement, fostering a human centred approach

Please join us for the first HR Forum of 2023 taking place via webinar on Wednesday, 8 February at 10.00am. In this short webinar, our HR Strategy Specialist, Vicky O'Neill will share some concepts on how to examine and re-engineer your employee experience to optimise engagement and retention. In addition, Linda Reid, Senior ER and Communications Executive, Ibec will discuss the implications of new and impending legislation for the workplace.

[Read more](#)



Megan Reitz, Professor of Leadership and Dialogue, Hult International Business School, 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 Diploma in Employment Law

Ibec Academy's Employment Law course is widely acknowledged as Ireland's number one learning experience of its kind. We use our extensive knowledge and expertise to guide you through how to apply the legislation in your industry and business.

[Read more](#)



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](#)

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