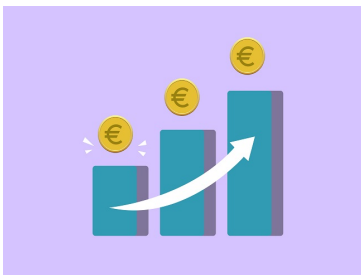




July 2023

## News



### Low Pay Commission to recommend 12% increase in the National Minimum Wage

The findings of the most recent Low Pay Commission report on the National Minimum Wage were shared in the media recently. It has been widely reported that the Commission is recommending an increase in the National Minimum Wage in 2024 of 12%. This would be a rise of €1.40 an hour, bringing the rate from €11.30 to €12.70.

[Member only content](#)



Sinead Wallace, Ibec Employment Law Solicitor, reaffirms that Ibec is recommending retention of subminimum youth minimum wage rates

### Ibec advises retention of sub minimum youth wage rates

The removal of these rates would add significantly to business costs at a time of sizable cost increases. It would also undermine an important incentive to recruit, train and mentor, younger less experienced workers, and in so doing, diminish the prospects of young people gaining valuable employment.

[Member only content](#)



Pauline O'Hare, Ibec Senior Employment Law Manager, discusses the review of equality legislation

### Equality body calls for discrimination laws to be expanded to include ground of socio-economic status and ground of criminal conviction

The Irish Human Rights and Equality Commission (IHREC) this month published a second set of recommendations to the Department of Children, Equality, Disability, Integration and Youth as part of ongoing review of equality legislation. The recommendations arise from an IHREC Advisory Committee on the future of equality law, a committee in which Ibec participated and represented employers' interests. Ibec has submitted its significant concerns to IHREC and Minister O'Gorman's department as to the proposed recommendations.

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## HR Update Survey 2023

Ibec's Annual HR Update Survey questionnaire is now in the field. Now in its 15th year, this annual survey highlights key employment trends and insights into the changing Irish labour market. Revisit the 2022 findings [here](#).



Henrik Bresman, Professor of Organisational Behaviour, INSEAD will be speaking at the Ibec HR Leadership Summit on 25th October

## Why psychological safety in teams matters

Against a backdrop of extreme change in society and the workplace, a key area of this year's Ibec HR Leadership Summit will be the role of psychological safety in teams in creating sustainable, healthy and productive workplaces. We have a fantastic line up of expert speakers and academics confirmed to speak on this topic including Henrik Bresman, Professor of Organisational Behaviour, INSEAD, and Dr. Juliet Hassard, Workplace Psychologist and Work Health, and Wellbeing Expert.

[Read more](#)



Catriona McKeating, Ibec Employment Law Solicitor, looks at the recent adequacy decision for EU-U.S. data flows

## European Commission adopts new adequacy decision for the EU-U.S. Data Privacy Framework

On 10 July 2023, the European Commission announced that it had adopted its adequacy decision for the EU-U.S. Data Privacy Framework (the "DPF"), which applies with immediate effect. The adequacy decision introduces binding safeguards to address the concerns raised by the European Court of Justice in the Schrems II decision.

[Member only content](#)



## Reminder: deadline for submissions to the DETE review of the Critical Skills and Ineligible Occupations Lists is 18 August

The Economic Migration Policy Unit of the Department of Enterprise, Trade and Employment launched a public consultation in June inviting submissions from representative bodies and other interested parties. Stakeholders are invited to make a submission with their observations if they feel that there are skills/labour shortages or surpluses in relation to occupations in their sector, the impact of which is adversely affecting their industry.

[Read more](#)

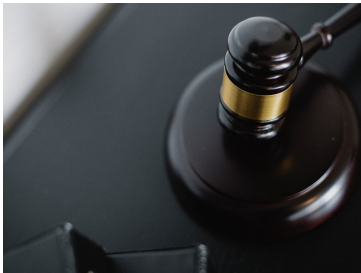


Meadhbh Costello, Ibec, Eileen Culloty Assistant Professor in the School of Communications and Deputy Director of the Institute for Media, Democracy and Society at DCU, Jeanne McDonagh, CEO, Open Doors Initiative

## How business can support strong social cohesion

Ibec hosted its 10th National Diversity and Inclusion Day on 5 July with a full house of employers keen to share their experiences and learn about hate in society and how business can play its part and support strong social cohesion. Delegates at the event heard that Ireland is at a crossroads but we do not have to follow the path of the UK or the US who have travelled further towards division in their society and economy.

[Member only content](#)



## New law combatting hate speech and hate crime expected before end of year

Minister for Justice Helen McEntee has proposed a new Bill to update existing laws dealing with hate speech and to legislate against hate crime for the first time in Irish law. The Bill aims to criminalise any intentional or reckless communication or behaviour that is likely to incite violence against a person or persons because they are associated with a protected characteristic. The Bill proposes imprisonment of five years for individuals convicted of such an offence.

[Member only content](#)



## Plans for higher social welfare payments for those made redundant

Minister for Social Protection Heather Humphreys, has indicated that she will bring a proposal to government that would see workers who are made redundant in line for social welfare payments of up to €450 per week. The weekly payment would be equal to sixty percent of a worker's income with a cap of €450 if they lose their job. They would be entitled to claim it for up to six months. The Minister said Ireland is one of the few countries in the EU that currently does not have such a scheme.

[Member only content](#)

## Spotlight article

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## Couples can avail of publicly funded IVF from September

Minister for Health Stephen Donnelly has announced that from September one cycle of IVF will be available for eligible couples if they have availed of no more than one privately funded cycle or have never availed for any. Access will be conditional on certain access criteria being met including limits on maximum age, body mass index and the number of existing children the couple have. Revisit Ibec's Parenting Toolkit for information on the types of supports organisations can offer employees who are availing of assisted human reproduction procedures.

[Read more](#)



Harry Wall, Ibec Employment Law Solicitor, reviews why EWCs are currently attracting attention

## Stronger rights for European Works Councils on the horizon?

The EU Commission launched a consultation process with interested stakeholders this year with a view to making changes to the European Works Council (EWC) Directive. The consultation process ended in May, and the Commission has committed to following up the consultation with a legislative proposal. If we are to see changes to the existing Directive at some point, this would have a knock-on impact for the Irish legislation also.

[Member only content](#)

## Case Law

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### Holiday pay case before the Labour Court sees inclusion of regular and rostered overtime and retrospective payment issues revisited

The case concerned an employee who alleged that his employer had undercalculated his payments for annual leave periods, for the duration of his employment by failing to include five hours per week of regular and rostered overtime and an eating on site allowance. The worker was seeking retrospective payment of the shortfall back to when he commenced work in April 2012.

[Member only content](#)



### Pregnant social care worker whose wages were reduced when working from home during pandemic, loses discrimination claim

In her claim before the WRC, the employee stated that due to her pregnancy she had been identified as a high risk of Covid during the pandemic and was instructed to work from home. This resulted in her being paid her standard hours per week, but she was not offered or paid for sleepovers and weekend shifts. She maintained that this constituted discrimination on the grounds of her gender and pregnancy.

[Member only content](#)

## Human Resource News

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## Absence from work

Ibec's newly published Absence Report 2023 allows you to benchmark your organisation's absence rates against comparator companies. The report includes a breakdown by company size, sector and region.

[Member only content](#)



## Benchmarking employee turnover: How do you compare?

Some 224 companies provided details of employee turnover rates based on year ending 31 December 2022 as part of an Ibec survey on rates of pay undertaken between January and May 2023. The report contains employee turnover rates by industry, region and company size.

[Member only content](#)



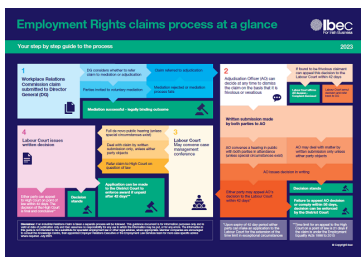
## Women's World Cup Guidance for Employers

With the FIFA Women's World Cup 2023 underway and fans keen to support their own national teams, employers can consider a number of options to minimise the impact of the tournament in the workplace and ensure productivity does not suffer, while ensuring a fair approach.

[Member only content](#)

# Industrial Relations

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## New Ibec Employment Law Claims at a Glance e-chart

This week marks the launch of Ibec's new Employment Law Claims at a Glance e-chart. It provides members with a visual guide that highlights the various avenues the process may take, once an employer receives notification from the Workplace Relations Claim of an employment related claim.

[Member only content](#)

# Health & Safety

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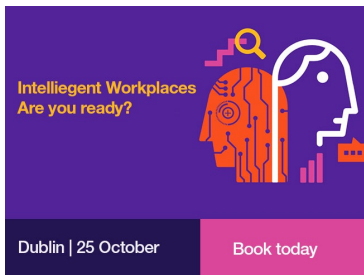
## Occupational Safety and Health Update July 2023

In this month's OSH Update we report on the revised Personal Injuries Assessment Board (PIAB) procedures that come into force on 4 September 2023. These revised procedures affect both claimants and their legal advisors. We also look at a new Code of Practice on Indoor Air Quality that is relevant to all places of work and more...

[Member only content](#)

## Upcoming Events

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### Ibec HR Leadership Summit 2023

The Ibec HR Leadership Summit 2023 is taking place on 25 October in the Dublin Royal Convention Centre. This year's Summit will headline with the theme of 'Intelligent Workplaces' and will explore the important roles that psychological safety in teams, AI and Talent Intelligence will play in creating sustainable, healthy and productive workplaces.

[Book now](#)



### KC Connect in 15 webinars

Don't forget to sign up to our upcoming KC Connect in 15 webinars on the [Ibec events page](#). Upcoming webinars include [guidance on intoxicants testing in the workplace](#), presented by OHS Executive Patricia Ennis and a webinar on [managing intoxicants in the workplace](#) presented by Employer Relations Executive Ruth Heenan. Previous KC Connect in 15 webinars are available on the [playback page](#) of the Ibec website.

## Upcoming Training

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### CPD Diploma in Industrial Relations

Advance your career path in Industrial Relations with this applied learning Diploma in Industrial Relations. Acquire the theory, law and the practical skills required for those who work in industrial relations, human resource management and related areas.

[Read more](#)



## CPD Diploma in Human Resource Management

Advance your career path in human resource management. This programme will give you a comprehensive knowledge and practical understanding of the whole area of HRM, ensuring both competence and confidence. This programme is for those who are looking for an in-depth knowledge and understanding of the whole area of HRM in practice. It is also aimed at those thinking about a career in HR or people management.

[Read more](#)

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Email your feedback or suggestions to [hrlink@ibec.ie](mailto:hrlink@ibec.ie)

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Registered address: 84/86 Lower Baggot Street Dublin 2 Phone: +353 (0)1 605 1500 Email: [info@ibec.ie](mailto:info@ibec.ie)