



**HRlink**  
Inspiring workplace excellence

June 2023

## News

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### **Right to unpaid leave for medical care purposes applies from 3 July, see our [sample policy](#) and [FAQs](#)**

Brought in as part of the recently passed Work Life Balance and Miscellaneous Provisions Act 2023, the extension of the entitlement to breastfeeding breaks from the current six months to two years will commence from Monday 3 July. In addition, a new right under the WLB Act for parents and carers to unpaid leave for medical care purposes will commence on the same date. See our [sample policy](#) and related [FAQs](#).



### **Ibec engages with Low Pay Commission in advance of LPC's recommendations to Government next month**

In its latest engagement with the Low Pay Commission, Ibec has called for a proportion of the funds from the National Training Fund (NTF) to be used to provide a support scheme for companies which can show challenged viability due to state imposed increases in employment costs and regulation including the rollout of the national living wage.

[Member only content](#)



## **Ibec Submission to the Public Consultation on the Right to Request Remote Working**

Ibec, in its recent submission to the WRC's public consultation on the Right to Request Remote Working has made several recommendations. These include the recommendation that the new Code of Practice should not unduly interfere with existing remote, flexible and hybrid work models which employers have put in place in recent years following significant consideration and engagement.

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Dr. Tomas Chamorro-Premuzic, Chief Innovation Officer, Manpower Group & Professor of Business Psychology at University College London, and Columbia University

## **3 Superhuman Talents AI will not replace**

In this article recently published in Harvard Business Review, Dr Tomas Chamorro-Premuzic and Reece Akhtar, remind us of what makes us unique as humans and where AI cannot compete. Dr Tomas Chamorro-Premuzic is the Chief Innovation Officer at ManpowerGroup and Professor of Business Psychology at both University College London, and Columbia University. He will be a key note speaker at the forthcoming [Ibec HR Leadership Summit](#) - 'Intelligent Workplaces' on 25 October at the Dublin Royal Convention Centre.

[Read more](#)



## **Minister launches project to develop tools for employers supporting staff experiencing domestic violence**

Minister O'Gorman announced in recent weeks that Women's Aid has been awarded the contract, following an open tender process, to develop domestic violence leave templates and guidelines for employers of all sizes. The Minister said that the provisions contained in the Work Life Balance and Miscellaneous Provisions Act 2023 for five days paid domestic violence leave in a 12-month period will commence in autumn. The regulations setting out the level of pay for domestic violence leave will also be published in the coming months, according to the Minister.

[Read More](#)



## **Review of occupations on critical skills employment permits list**

The Economic Migration Policy Unit of the Department of Enterprise, Trade and Employment has now launched the public consultation commencing the next review of the Occupational Lists of Employment Permits. Submissions are invited from sector representative bodies to be received by 5pm, Friday 18 August.

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Patricia Callan, Head of Sectors and Director of Financial Services Ireland; Jennifer Caroll McNeill, Minister of State, Department of Finance; Helen Russell, Research Professor, ESRI

## Ireland's Women in Finance Charter: Annual Report 2023

The Charter is an industry initiative led by industry and supported by Government through the 'Ireland for Finance' strategy to improve gender balance at all levels and across all sectors in the financial sector. The Charter's first annual report was launched on 22 June and shows that female representation on boards increased to 37 percent last year, up from 32 percent in 2021. Meanwhile female representation on executive committees rose to 35 percent from 32 percent the previous year. 56 firms, employing 44,340 employees have signed up to the Charter. For details on how your organisation can sign up too, please contact [aisling.mcniffe@ibec.ie](mailto:aisling.mcniffe@ibec.ie)

[Read more](#)



L-R: Caitriona Halpin, DETE; Niamh Ní Cheallaigh, Ibec; David Joyce, ICTU; Deirdre O'Connor, INTO and Dymrna Boyle, DETE

## 111th ILO Annual Conference

The International Labour Organisation held its 111th annual Conference in Geneva from 5-16 June 2023. Worker, employer and government delegates from the ILO's 187 Member States addressed a wide range of issues, including: a just transition towards sustainable and inclusive economies, quality apprenticeships and labour protection.

[Read more](#)



## REMINDER - June Deadline to take Gender Pay Gap Data Snapshot

The passing of the first reporting deadline for Gender Pay Gap Reporting for companies with 250 plus employees was December 2022. A second year of Gender Pay Gap reporting commenced at the start of June for these larger firms, which are required to report again this year. Organisations with 150 plus staff report next year and those with 50 or more staff from 2025. For more guidance access our report on [Navigating the Gender Pay Gap](#) and listen back to our KC Connect in 15 [webinar](#) on GPG Reporting.



## Temporary changes to how BIK is charged on company vehicles now apply

The Finance Bill 2023, which includes temporary changes to how Benefit-in-Kind is charged on company cars and vans, was signed into law by the President on 15 May. Due to cost of living factors and because the new CO2 based system resulted in higher income tax for employees with vehicles in the typical emissions range, a temporary relief has been introduced. This measure applies retrospectively from 1 January 2023 and will remain in place until the end of the year.

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## Spotlight article

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### Business case for protecting social cohesion is theme of Ibec event on National Diversity and Inclusion Day

Social cohesion serves as a cornerstone to a thriving economy, and we all have a role to play. Business can encourage social cohesion by promoting tolerance, diversity, inclusion and understanding. To further the conversation on how business can combat hate and support social cohesion Ibec is hosting an event for members on July 5 which is National Diversity and Inclusion Day.

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## Case Law

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### Labour Court overturns earlier WRC award of compensation in decision that confirms Court will not re-investigate a matter

A recent Labour Court decision upheld an employer's original decision not to step outside their company procedure in declining the Claimant's invitation to third party mediation and set out that the Labour Court will not re-investigate a matter.

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## Allegations of discrimination in the recruitment process

Case law clearly demonstrates the risks associated with failing to ensure that fair and impartial interview criteria are in place and consistently applied to all job candidates. To avoid a potential claim of discrimination in relation to access to employment, it is also essential that an interviewer has been appropriately trained on Employment Equality legislation and appraised of the importance of taking clear and accurate notes.

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## Human Resource News



### HR Update Survey 2023

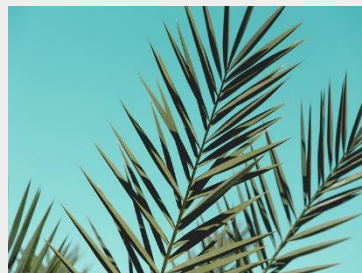
Ibec's Annual HR Update Survey questionnaire is now in the field. Now in its 15th year, this annual survey highlights key employment trends and insights into the changing Irish labour market. Early bird respondents will enter a draw to win a ticket to Ibec's HR Leadership Summit in October. Revisit the 2022 findings [here](#).



### Volunteer Time Off

A growing number of organisations have now added a Volunteer Time Off (VTO) policy to their suite of company policies. A VTO policy enables organisations to give back to the community while at the same time enriching the life experience of employees who volunteer.

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### Ensure your 2023 summer social events are enjoyed safely

With summer well under way, we explore some of the employment law considerations that employers and HR teams should be aware of in planning a summer work event. We also revisit some of the other hot topics for employers during this summer season.

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## Industrial Relations

## Labour Court Annual Report shows case numbers return to pre pandemic levels



The recently released Labour Court Annual Report for 2022 indicates that the Court dealt with 1,138 cases, both employment law and industrial relations last year. This was a return to pre Covid-19 levels. While the number of employment law appeals to the Labour Court almost tripled in 2022 over 2021, the number of industrial relations cases declined by 8.5%.

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## Minister approves new construction sector Sectoral Employment Order

A phased pay increase of 5.4% for 53,000 construction workers has been recommended by the Labour Court and approved by the Minister responsible for employment, Neale Richmond. The new SEO provides for a 1.9% increase from September 18, 2023, and a 3.5% pay hike from August 5, 2024.

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## WRC Remedies Table

The Workplace Relations Commission has published a new table that sets out the remedies that may be granted by a WRC Adjudication Officer in different areas of employment and equality legislation which come under the WRC's jurisdiction. This is a useful reference point for employers but should not be relied upon in place of legal or other expert advice.

[Read more](#)

## Health & Safety

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## Occupational Safety and Health Update June 2023

In this month's update we look at sources of expert advice and guidance available to employers on Epilepsy in the Workplace. We also highlight timely advice from the Health and Safety Authority for employees who work outdoors that relates to risk of skin cancer from sun exposure and more...

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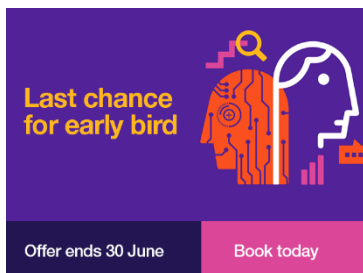


## Health and Safety Authority publishes new version of its Safety Representative Resource Book

The third edition of the Safety Rep Resource Book was issued by the Health and Safety Authority on 26 June 2023. This book has been revised and updated after seven years to have regard to legislative changes, legal precedents and policy changes.

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## Upcoming Events



### Last chance to book early bird tickets for the Ibec HR Leadership Summit!

Due to popular demand, we have extended the Ibec HR Leadership Summit early bird ticket price until 30 June. Don't miss your chance to secure tickets at the discounted rate, [book now here](#).

For information on group booking offers, contact [events@ibec.ie](mailto:events@ibec.ie)



### KC Connect in 15 webinars

The Transparent and Predictable Working Conditions Regulations changed some elements of the probationary process. On 11 July, Kirsty O'Sullivan, Employer Relations Executive in the Knowledge Centre, will present a KC Connect in 15 [webinar](#) on managing probation in the wake of these changes. On 15 August, Patricia Ennis, OHS Executive will present a [webinar](#) on intoxicants in the workplace, looking at the legal basis for testing and exploring the forms of intoxicant testing that can be conducted in the workplace. Don't forget, all our previous KC Connect in 15 webinars are available on the [playback page](#) of the Ibec website.

# Upcoming Training



## CPD Certificate in Managing People

This programme, commencing on 11 July, will develop core skills central to managing people at work and enable managers to make a more effective contribution to the organisation. This programme is for managers, supervisors and those preparing for promotion into a managerial role.

[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](#)

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

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

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