



HRlink
Inspiring workplace excellence

May 2023

News



Code of Practice on the Right to Request Remote Working

Earlier this month, the Workplace Relations Commission opened a public consultation inviting submissions to inform the development of the much anticipated Code of Practice on the new, though yet to be commenced, right to request remote working.

[Member only content](#)



Aoife McFadden, Senior
Employment Law Solicitor, Ibec

JOC recommends that age limit threshold for pension scheme auto-enrolment should fall

In recent weeks, a Joint Oireachtas Committee in its pre legislative scrutiny report of the Automatic Enrolment Retirement Savings System Bill, recommended that the lower age limit be reduced from 23 to 16 years, and that the lower income threshold of €20,000 be removed.

[Member only content](#)



Government approves priority drafting of legislation to enhance the protection of employees in collective redundancy

The priority drafting of the Plan of Action on Collective Redundancies following Insolvency Bill 2023 includes measures such as ensuring that all collective redundancies are subject to a 30-day notification period before they take effect, including where the employer is insolvent. The Bill amends the Companies Act 2014 to improve the quality and circulation of information to workers as creditors in a liquidation.

[Member only content](#)



Central Bank of Ireland's consultation period on the IAF ends 12 June

The Central Bank (Individual Accountability Framework) Act 2023, became law on 9 March 2023. The new law is designed to improve governance, performance and accountability in regulated firms. Following the enactment of the new legislation, the Central Bank published a Consultation Paper for affected firms. Financial Services Ireland will continue to engage with members in advance of the deadline of 12 June to reflect their views in its submission. Have your say by emailing elena.lillo@ibec.ie (FSI Regulatory Affairs Executive) before 31 May with any submission you would like to be considered.

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Pauline O'Hare, Senior Employment Law Manager, Ibec, who is part of the negotiating team involved in the drafting of the European framework agreement on telework and the right to disconnect

European framework agreement on telework and right to disconnect

The European social partners are continuing to negotiate a European framework agreement on telework and right to disconnect. If accepted by the European institutions, it will be implemented by European Directive which member states will be required to transpose into national law.

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Spotlight article



Welcome back! Employers look to 'boomerang' employees as the answer to their hiring challenges

Against the backdrop of tight labour market conditions, organisations across many industries are still struggling to attract and retain top talent. As a result, more and more employers are exploring innovative recruitment strategies. One such strategy that has gained momentum over the last number of years is so called boomerang hiring, the practice of re-hiring former employees.

[Member only content](#)

Case Law



Under the influence - drugs and alcohol at work a dismissible offence?

Dismissing an employee found to have reported to work under the influence of drink or drugs might seem like the right thing to do at the time, however, hasty decisions can expose employers to substantial risk of related claims. Third party decisions show that many factors need to be considered and that the organisation's disciplinary and intoxicants policies must properly define misconduct. Health and safety and equality implications also need to be considered.

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Unlawful deduction of wages, cases and claims

The cases under the Payment of Wages Act, 1991 examined in this issue, range from claims arising from deduction of training costs and non payment of a standby allowance to a number of employees connected with wage cuts and temporary lay-off during Covid.

[Member only content](#)

Human Resource News



Vicky O'Neill, HR Strategy Specialist, Ibec

What are some evolutionary factors for HR to consider in the current world or work?

There are compounding pressures businesses are facing right now. Scarce, expensive talent, struggles such as inadequate infrastructure and housing and a dispersed and in some cases disconnected workforce are driving reactive decisions. However, taking a reactive approach to talent acquisition and retention in such a challenging climate can be risky.

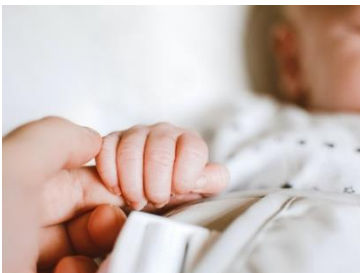
[Member only content](#)



How to celebrate National Diversity and Inclusion Day

Wednesday 5 July is National Diversity and Inclusion Day and offers employers an opportunity to celebrate the ways we all can create a more inclusive world. Events and initiatives to mark the day will vary from one organisation to the next from celebrations on a grand scale to those of a more low-key nature. If your company is still at the planning stage, we have some suggestions to inspire.

[Read more](#)



Rate of parents taking maternity leave and paternity leave dropped last year

The proportion of female employees in receipt of state Maternity Benefit fell to 5.5% last year. The sector with the highest rate of employees availing of state maternity benefit in 2022 was Human Health and Social Work activities while the lowest rate was in Accommodation and Food Service activities. The CSO figures also show, that since being introduced in 2019, claims for state Parent's Benefit have seen a dramatic increase.

[Member only content](#)

Industrial Relations



WRC conducted almost 6,000 workplace inspections last year

The figures are contained in the Workplace Relations Commission's newly published annual report for 2022. The report also indicates that the Commission recovered €1.4m in unpaid wages for employees last year, an increase of 45% on the previous year.

[Member only content](#)

Health & Safety



Occupational Safety and Health Update May 2023

The Health and Safety Authority have launched a suite of new, free on-line health and safety training courses. The newly launched H&S training courses include an on-line 'Workplace Safety, Health and Welfare Induction' course aimed at supporting employers to deliver induction to new employees, people returning to the workplace after a break, and students on work experience.

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Major study into Mental Health in Irish Workplaces

Feedback received from HR practitioners in attendance at Ibec's series of HR clinics in March indicated a prevalence of mental health issues amongst employees, post-pandemic. These indications are backed up by a major survey published in recent weeks by University College Cork.

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Upcoming Events



[KC Connect in 15 webinars](#)

In 2023, organisations with 250 or more employees are required to report on their Gender Pay Gap and publish the information. As the Gender Pay Gap 'snapshot date' looms in June, Liz Murphy, Employer Relations Executive, Knowledge Centre, will present on Gender Pay Gap Reporting requirements. During the [webinar](#) she will discuss the relevant steps in preparing the information and outline the importance of the organisation's narrative when drafting the report. Don't forget, all our previous KC Connect in 15 webinars are available on the [playback page](#) of the Ibec website.



[Intelligent workplaces - are you ready?](#)

Ibec is delighted to announce the return of the [Ibec HR Leadership Summit](#), which is taking place in the newly opened Royal Dublin Convention Centre, on 25 October. This year's Summit will be hosted by TV and Radio presenter Anton Savage. A fantastic line up of keynote speakers and world-renowned academics including, Tomas Chamorro-Premuzic, Henrik Bresman and Dr. Juliet Hassard will share thought leading insights and unpack the Summit's 3 key themes: AI, Talent Intelligence and psychological safety. HR Leaders will learn how to enhance employee experience and retention to create sustainable and productive workplaces. [Book here today](#) to join us on 25 October.



[The Ibec S in ESG Summit](#)

Ibec is delighted to announce the launch of its inaugural S in ESG Summit, a unique think-in tank style event that will bring together Ireland's top CEOs and business leaders to debate the role of corporate leadership in society. [The S in ESG Summit](#) will convene a panel of academic experts and business leaders to share insights on the social framework underpinning Ireland's economy. Speakers will examine the societal issues causing polarisation in Ireland and beyond, and discuss why at a point of inflection, fostering social cohesion and stability is imperative for long-term prosperity. Join us at the Intercontinental Hotel in Dublin on 30 November. [More info here](#).

Upcoming Training



[Last call for Remote Work Seminar](#)

Ibec Academy are running a dedicated Remote Work Seminar on 31 May. It will be a comprehensive and current review of remote and hybrid working arrangements - the legal requirements, updated guidance, best practice policies and case law.

[Read more](#)



[New courses in Autumn 2023](#)

New Ibec Academy courses planned for this Autumn include a new CPD Certificate in Corporate Sustainability/ESG as well as training sessions on Managing Intoxicants in the Workplace scheduled for 28 September and another on Addiction Awareness for Managers which will take place in October.

[Read more](#)



[Occupational Health and Safety \(OSH\) Training Poll](#)

Ibec recognises that training is an investment and must provide value to your organisation. We want to provide you with the OSH training you need in a format and a timeframe that suits your business. Please take one minute to complete this anonymous poll which we will use to refine our course offerings.

[Read more](#)

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

Email your feedback or suggestions to hlink@ibec.ie

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Ibec clg is registered in Ireland, registration number 8706. Website: www.ibec.ie

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