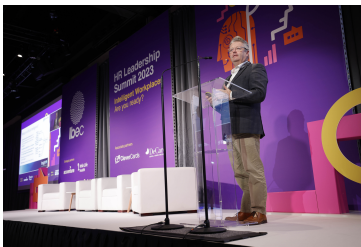




HRlink
Inspiring workplace excellence

October 2023

News



Professor Barry O'Sullivan, UCC, presented at Ibec's HR Leadership Summit 2023 on the topic of 'Artificial Intelligence: Ethics, Skills and human resources'

Ibec publishes Pay and HR Trends Report at Leadership Summit

Ibec's HR Update Report 2023 was launched recently at the annual HR Leadership Summit on 25 October. The survey captures key pay and HR trends in Irish workplaces. The findings show that eight out of ten businesses are planning to increase pay in 2024, with an average increase of 3.8%. Meanwhile, 45% of respondents are planning to increase their headcount next year. The findings also shed new light on the use of AI in the workplace.

Member only content

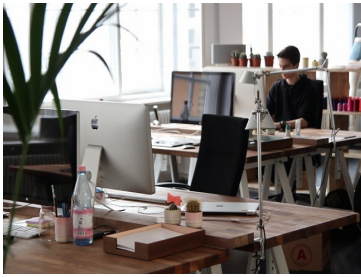


Associate Professor Henrik Bresman, Maeve McElwee, Director of Employer Relations and Dr Tomas Chamorro-Premuzic at the HR Leadership Summit 2023

How AI is changing the World of Work

This year, Ibec's annual HR Leadership Summit focused on the theme of intelligent workplaces and explored the important roles that psychological safety in teams, AI, and talent intelligence have to play in creating sustainability, and healthy, productive workplaces as well as delivering competitive advantage. The event featured expert speakers from Ireland and overseas who addressed the key themes and discussed their relevance to the modern workplace.

Member only content



Minister confirms that right of employees to seek paid Domestic Violence Leave will apply from 27 November

Speaking at the Green party annual convention in Cork city earlier this month, Minister for Children, Roderick O'Gorman is reported to have confirmed that the right of employees to seek paid Domestic Violence Leave will apply from 27 November of this year. The Minister reaffirmed this commencement date during a Dáil debate on the 24 October. This means that at the end of next month, Ireland will become one of the first countries in the EU to introduce this measure.

[Member only content](#)



Pauline O'Hare, Senior Employment Law Manager

European Social Partners seek agreement on a framework agreement on telework and a right to disconnect

On 23 October, European social partners held a final round of negotiations to seek agreement on a framework agreement on telework and a right to disconnect which, if accepted by the European social partners, would be implemented by means of European Directive, if accepted by the European Council. The outcome of 23 October was a final text, agreed between the social partners, which member states will have two weeks to accept or reject.

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Budget 2024 - Employer/HR and Individual Implications

In this short summary, we outline the main implications for employers/HR and individuals following Budget 2024. Measures include the introduction of an SME support package which Ibec views as critical to helping businesses navigate significant labour costs imposed by Government.

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Gender Pay Gap in Ireland stood at 9.6% in 2022 - CSO

According to the findings of the Central Statistics Office's Structure of Earnings Survey 2022, Ireland's Gender Pay Gap stood at 9.6% last year with the average hourly wage for men coming in at €27.73 and the average hourly wage for women at €25.06. In economic sectors, the highest GPG was in the financial, insurance and real estate sector with the lowest GPG recorded in the education sector.

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Spotlight article

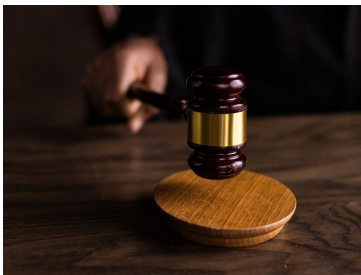


The WRC issues first decision under Sick Leave Act 2022

In the first decision under the Sick Leave Act 2022, the WRC confirms employers who provide employees with more favourable sick leave benefits are not obliged to pay statutory sick leave.

[Member only content](#)

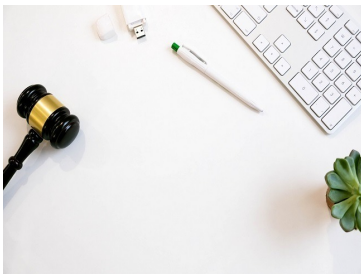
Case Law



Supreme Court rules pizza company delivery drivers should be treated as employees not contractors

The Supreme Court published its long-awaited decision in *The Revenue Commissioners v Karshan (Midlands) Ltd t/a Dominos Pizza* on 20 October 2023. This decision is of huge importance to employers and sets out a new method for establishing the existence of employment relationships, although the underlying historical tests remain valid.

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Employer ordered to pay over €50k in compensation to office worker for failure to provide suitable workstation

The Workplace Relations Commission in recent weeks awarded over two years' salary to a worker, a sum of €50,255, for what the WRC Adjudicator described as an inexcusable delay on the part of her employer to not accommodate the woman's back condition and to act on the low-cost recommendations by medical experts which would have enabled her to gradually return to full time hours.

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Human Resource News



L-R: Hannah Rowe, Siofra MacDonald, Maeve McElwee, Oisín McDermott, Dylan Nolan, Aoife McGookin, Emma O'Brien. Missing from photo: Zoe O'Sullivan

Applications for Ibec's ER/HR Graduate Programme - deadline is 3 November

Ibec's Employer Relations and Human Resource Management Graduate Programme is unique. The 11-month paid programme offers an experience where no two days are the same. The opportunity for practical learning and to create impact are immense.

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Industrial Relations



Minister Richmond approves Labour Court Review of the JLCS

The Labour Court Review recommends maintenance of the nine Joint Labour Committees (JLCs) already in existence: Agricultural Workers; Catering; Contract Cleaning; Hairdressing; Retail; Grocery and Allied Trades; Security; Early Years Learning; and English Language Schools.

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Contract Cleaning Pay Increase proposed

A new contract cleaning rate has been proposed by the Contract Cleaning Joint Labour Committee. The JLC has proposed a €1.40 increase in the single hourly minimum rate for an estimated 30,000 workers in the sector. The proposal comes after confirmation in Budget 2024 that the National Minimum Wage will increase to €12.70 from January 1, 2024 thereby rendering the pay terms of the current contract cleaning ERO out of date.

[Read more](#)

Health & Safety



FAQ: Guidance on Employees Exposure to Sensitive Content

These FAQs are intended to assist employers to understand the recent guidance published by the Health and Safety Authority (HSA) and the State Claims Agency on occupational exposure to sensitive content which can arise as part of an employee's assigned duties or unexpectedly in their role.

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Occupational Safety and Health Update October 2023

In this month's OSH update, we highlight the Government 'Be Winter Ready 2023-2024' information campaign, advice on checking indoor air quality, priority areas for safe and healthy work in the Digital age and more..

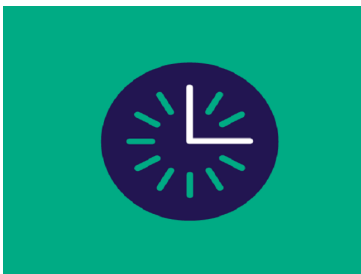
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Upcoming Events



Save the Date: Autumn Regional HR Forums and ER Drop-In Clinics

In the coming weeks Ibec will host a series of [HR Forums and ER drop-in clinics](#) at a number of venues across the regions. These events give members the opportunity to meet with our ER Executive Teams to discuss topical issues connected with the latest employment law developments, pay and workplace trends. Special focus will be given to probation, retirement, protected disclosures and the recent Supreme Court ruling setting out the new method of establishing the existence of employment relationships.



KC Connect in 15 Autumn line-up

This Autumn, the [KC Connect in 15](#) series focuses on trending HR Strategy topics. The series commenced on 10 October with a webinar on performance design and succession planning. The second webinar in the series takes place on 14 November and is about [Performance Experience](#). The third and final webinar in the series, which is scheduled for 12 December, is on the topic of [Succession Management](#).



KC Connect Podcast: Key Findings from Ibec's HR Update Survey 2023

In this podcast, Fiona Higgins, Head of Knowledge Centre and Stephen Driver, Head of Advocacy, discuss the main findings of this year's HR Update survey including key insights into pay and resourcing. Also under the spotlight are trends relating to HR priorities, L&D, AI, Diversity, Hybrid and flexible working as well as ESG and Wellbeing.

[Listen here](#)

Upcoming Training



CPD Certificate in Managing People

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

[Read more](#)



Half-day Managing Intoxicants in the Workplace Course - 8 November

The Managing Intoxicants in the Workplace seminar on 8 November is taking place virtually. This session is designed to help organisations proactively manage misuse of intoxicants and will provide detailed guidance on the legislative requirements, policy creation/review, case law and testing options. Attendees will also have the opportunity to review how organisations are managing this complex area through the use of interactive polls and discussion.

[Read more](#)

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

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