



HRlink
Inspiring workplace excellence

September 2023

News



L-R: Liz Murphy, Employer Relations Executive, Ibec; Fiona Higgins, Head of Knowledge Centre, Ibec; Maeve McElwee, Director of Employer Relations, Ibec and Nichola Harkin, Head of Employment Law Services, Ibec

Ibec launches Employment Law at a Glance e-chart

This new Employment Law e-chart from Ibec provides employers with a summary of Irish employment legislation in the format of starting, during and ending employment. Jargon free, it is an incredibly useful resource not only for HR practitioners but also for managers and people in leadership roles who need a handy overview of the principal areas of employment law which affect business in Ireland.

[Member only content](#)



New Ibec Pay Trends Report

As part of its annual Pay and HR Update 2023, Ibec members can view the pay trends report with forecasts for 2024. The survey, conducted with over 400 Senior HR Professionals shows that 84% of Irish employers increased employees' wages on average by 4.4% in 2023.

[Member only content](#)



Introduction of pension auto-enrolment now expected in second half of 2024

The timeline for the launch of pension auto-enrolment was recently pushed out to the second half of 2024. With an estimated 750,000 workers in the country currently having no private pension, the Minister for Social Protection Heather Humphreys had originally hoped to launch the planned landmark scheme early next year.

[Member only content](#)



Vicky O'Neill, HR Strategy Specialist at Ibec

Ibec Mentoring Framework Launched

In today's rapidly changing work environment, continuous professional and personal development of employees is fundamental to achieving an organisation's long-term success. Launched this month, the Ibec Mentoring Framework is designed for employers and provides practical information and resources on the lifecycle of the mentoring process. The Framework, which was developed by Vicky O'Neill, HR Strategy Specialist, Ibec, and Magda Kozub, Employer Relations Executive, Ibec, includes guidance on the stages in a mentoring relationship along with sample agreements and policies.

[Member only content](#)



L-R: Derek Butler, CEO, Grid Finance and Patricia Callan, Director, Financial Services Ireland Group

Financial Services Firms expect to deliver jobs boost to Irish economy

Strong business sentiment among financial services firms operating in Ireland is set to deliver continued jobs growth over the next five years according to a report launched by Ibec's Financial Services Ireland (FSI) earlier this month. The report also indicates that skills shortages are a key challenge, with areas like software engineering and compliance highlighted.

[Read more](#)



Pauline O'Hare, Senior Employment Law Manager, Ibec, addressing delegates at the regional event in Galway

Regional Employment Law Series

At this year's Regional Employment Law Seminar series, HR practitioners attending the Galway, Waterford, Limerick or Cork events were brought up to date with recent legislation and got practical guidance on topics including statutory sick pay, probation, whistleblowing and redundancy. Attendees were also advised to ensure their existing family and caring leave policies are compliant with the changes introduced in the Work Life Balance Act 2023. Access our Employee Family Leave quick reference guide where the latest changes are listed.

[Member only content](#)



Data Protection Commission booklet containing 126 case studies provides good learning for employers

The case studies provide an insight into some of the issues that the DPC examines on a day-to-day basis including complaints in relation to late response to access requests, data processing in the context of a workplace investigation and unauthorised disclosure in a workplace setting. Several other case studies provide good learning for employers in the context of invoking legal privilege to withhold personal data, exemptions applied to CCTV footage and more.

[Read more](#)

Spotlight article



Paul Duffy, Senior Vice President, Pfizer Global Supply and new Ibec President for 2023 to 2024

Paul Duffy announced as new Ibec President 2023-2024

During his address at the annual President's dinner, the newly appointed President, Pfizer's Paul Duffy noted that undoubtedly, the most significant catalyst for the growth and advancement of our industries in Ireland remains our people. It is imperative that Ireland continues to excel as a country that not only attracts diverse talents but also nurtures their careers, providing an environment that is ideal to live and work.

[Read more](#)

Case Law



Labour Court overturns WRC's €10,000 unlawful discrimination award in favour of employer

Setting aside an earlier decision of an Adjudication Officer, the Labour Court ruled recently that a face covering policy which the employer had introduced during Covid-19 was proportionate and unrelated to a discriminatory ground.

[Member only content](#)



UD award for fixed term worker whose fixed term contract did not include unfair dismissals exclusion clause

Section 2(2)(b) of the Unfair Dismissals Acts provide that the Unfair Dismissals Acts will not apply to a dismissal of a fixed term employee provided that certain conditions are met. The contract must be in writing, signed by both employee and employer and provide that the UD Acts do not apply to a dismissal consisting only of the expiry of the fixed term contract or the end of a specific purpose as the case may be.

[Member only content](#)

Human Resource News



Mental Health and the workplace

September brings the annual See Change Green Ribbon campaign and gives us the opportunity to spread awareness about all mental health difficulties to help end mental health stigma and discrimination. At Ibec we welcome this open conversation surrounding mental health in the workplace, not just for September but year-round.

[Read more](#)

Industrial Relations



Labour Court issues recommendation on pay increase for childcare sector workers

A Joint Labour Committee (JLC) meeting took place on 25 September to discuss the recommendations with a view to formulating proposals. Following a vote, the recommendations for both ERO 1 and ERO 2 were accepted and the proposals will now be issued for public consultation which will take place over a three week period.

[Member only content](#)

Health & Safety



L-R: Bernie McMeel, OHS Executive, Ibec and Elisha Kelly, OHS Services Executive, Ibec

New Occupational Safety and Health e-chart is an invaluable resource for those with safety and health responsibilities!

This new e-chart from Ibec provides employers with a summary of the key Occupational Safety and Health (OSH) legislation in Ireland. The e-chart condenses employers and employees responsibilities under the law and outlines specific requirements in relation to hazard identification, risk assessment, occupational first aid, reporting accidents and dangerous occurrences and much more.

[Member only content](#)



Occupational Safety and Health Update September 2023

In this month's OSH update, we highlight new Exposure to Sensitive Content Guidance jointly developed by the Health and Safety Authority (HSA) and the State Claims Agency (SCA). The guidance is designed to assist organisations employing people in roles which expose them to sensitive content as part of their assigned duties or other employees who are unexpectedly exposed in their role. We also feature courses currently available on ergonomic risk assessment and health and safety in the workplace for apprentices.

[Member only content](#)

Upcoming Events



Ibec HR Leadership Summit 2023

It's almost time for Ibec's flagship HR Conference. The Ibec HR Leadership Summit will take place at the Dublin Royal Convention Centre on 25 October. Headlining with the theme of Intelligent Workplaces – Are you ready? This year's Summit will explore the important roles psychological safety, talent intelligence and AI will have in creating sustainable workplaces fit for the future. Read about keynote speakers [here](#).



Vicky O'Neill, HR Strategy Specialist at Ibec

KC Connect in 15 Autumn line-up

This Autumn, the [KC Connect in 15](#) series will focus on trending HR Strategy topics. Kicking off on the 10 October, HR Strategy Specialist Vicky O'Neill will present a webinar on [A human-centred approach to performance design and succession planning](#). This will be followed by a webinar on [Performance Experience](#) on the 14 November and finally a webinar on [Succession Management](#) on 12 December.



KC Connect Podcast - Seasonal employment law update

The autumn season is often a busy time of year from an employee relations and employment law perspective, and we expect 2023 to be no different. In this podcast, Linda Reid, Senior Employee Relations Executive and Briana Duffy, Employer Relations Executive, provide listeners with an update on any legislative developments we expect to see over the Autumn period along with other HR updates or watchpoints for employers to be aware of. They also update listeners on Ibec events which are taking place over the coming months.

[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](#)



CPD Certificate in Managing Diversity and Inclusion in the Workplace

This programme will help build your knowledge and skills when creating an organisational culture that delivers on the positive benefits of diversity and inclusion. It is designed with the application of learning to the forefront and will include a number of activities and role plays.

[Read more](#)

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to hear from you**

Email your feedback or suggestions
to hrlink@ibec.ie

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