



Employment Law Update

Details

Duration: 1 Day

Region & Dates

Dublin: Mar 14, 2019

Dublin: Jun 21, 2019

Dublin: Sep 13, 2019

Dublin: Nov 8, 2019

Time:

9.30 am– 5.00 pm

Venues:

Ibec
84-86 Lower Baggot Street
Dublin 2

Ibec North West
3rd Floor
Pier One
Quay Street
Donegal Town

Cost:

Ibec member: €385

Non-member rate: €425

Programme Overview:

This one-day programme is designed for those who would benefit from an update on current case law and best practice in the areas of employment law and HR. Those attending will build their competence and confidence in these critical areas by ensuring that they have the most up to date legal and case law approaches.

Programme Outcomes:

On completion of the programme, participants will:

- Have a clear understanding of the current issues arising in key areas of employment legislation
- Be capable of dealing with queries and questions on each of the topics covered
- Confidently look at policies and procedures that are currently in place with a critical eye
- Acquire the current best practice approach to dealing with issues
- Understand current case law and be aware of new issues that are arising almost daily
- Have the tools for dealing with complex employment relationships
- Spot potential risks for their organisation of possible claims from current or ex-employees
- Have an overview and understanding of key aspects of employment legislation

Approach:

The law, by statute and judgement, is placing an ever-increasing burden on the employment relationships. Failure to comply with the law is both costly and time-consuming. Experienced Ibec staff who deal with a variety of real life situations on a daily basis present this course. They will present the issues in a practical manner illustrating the key points with the use of realistic case examples and case law.

Who Should Attend?

Managers and HR specialists whose responsibilities require them to understand employment law and to be up to date with case law and practice.



Programme Schedule:

Fair Procedures and Natural Justice

- Importance of understanding these principles when conducting workplace investigations and subsequent disciplinary hearings
- Emerging case law
- Equitable relief - Interlocutory injunction
- Suspension with pay and other protective measures
- Right to representation – important case law
- Setting terms of reference for investigations
- Investigation report
- Implications for HR practitioners

Equality Acts - update

- Equality (Miscellaneous Provisions) Act 2015 - Retirement Age
- The Industrial Relations Act 1990 (Code of Practice on Longer Working) (Declaration) Order 2017
- Reasonable accommodation – case law update
- Emerging case law

Protective Leaves - update

- Parental leave
- Extended maternity leave
- Paternity Leave and Benefit Act 2016
- Family Leave Bill

Data Protection

- Guidelines from Commissioner re CCTV use
- General Data Protection Regulations

The Year Ahead

Contact:

For further information,
please contact
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What you said:

"Very good day, information clear and concise. Good update on Employment Law"

Pamela Murray, HR Department, G4S