



Diploma in Industrial Relations

TU Dublin Level 6, Special Purpose Award, 20 ECTS

Details

Duration: 12 Days

Dates:

Limerick: Apr 4, 18, May 1, 16, 30, June 13, Sept 11 & 26, Oct 10, 24, Nov 7 & 21, 2019

Dublin: Sep 25, Oct 9, 23, Nov 13, 27, Dec 11, 2019, Jan, 29, Feb 12, 26, Mar 11, 27, Apr 8, 2020

Time:

9.30 am– 5.00 pm

Cost:

Ibec member: €2900

Non-member rate: €3300

Programme Overview

The Diploma in Industrial Relations programme is aimed at those seeking a specialised qualification in this area. It focuses on theory, law and the practical application of the primary knowledge and skills required for those who work in industrial relations, human resource management and related areas. The primary objective of the programme is to enable managers/professionals to make a more effective contribution to their organisation by increasing their understanding and skills in effective industrial relations management.

Programme Outcomes

On successful completion of the programme, participants will be able to:

- A full appreciation of the development and current structures of the Irish industrial relations system;
- An excellent understanding of the legal principles and statutes underlying the foundations of the employer-employee relationship
- An understanding of the legal framework surrounding industrial relations in Ireland, so that participants can demonstrate this in third party negotiations
- A range of effective negotiation and conflict management skills which can be demonstrated in practise
- Understand what constitutes industrial action, whether it is lawful, what liabilities may arise for the employee/trade union and what, if any, remedies are open to the employer
- Understand the express and implied terms which bind the employer/employee relationship and an employer's exposure where they fail to meet their legal obligations
- Negotiate successfully ensuring a win/win outcome for all parties where possible
- Apply skills in the areas of communications and conflict management
- Prepare a case including a written submission to a third party hearing

Who Should Attend?

The diploma is designed to meet the needs of managers / executives and is aimed at developing their knowledge and understanding of industrial relations. Those attending are therefore required to be working in the area of HR or management, or intending to move into these areas.



Venue:

Ibec
84-86 Lower Baggot Street
Dublin 2

Ibec
Gardner House Bank Place
Charlotte Quay
Limerick

Programme Assessment:

Individual assessments are an integral part of the programme and count towards end of year results as follows:

- 1) Closed book exam: 50%
- 2) Project (3,500 - 4,500 words): 20%
- 3) Group assignment: 20%
- 4) Learning journal and class participation: 10%

Contact:

For further information, please contact Marie Keogh by phone (01) 605 1645 or at marie.keogh@ibec.ie

What you said:

"Really good programme overall. Useful guest speakers, practical application and structured feedback. Indispensable for working in IR"
Natasha Lall, HR Manager, CACI

Programme Schedule:

Module 1

Introduction to Industrial Relations

- What is Industrial Relations?
- Factors that have shaped IR in Ireland
- The emergence of Trade Unions
- Role of Theory in IR
- State approaches to TU's
- Trade Union Movement & Employer Associations

The IR institutions

- The Workplace Relations Commission
- Conciliation Service
- Adjudication Officers
- Compliance & Enforcement
- Other Services
- The Labour Court

Module 3

Introduction to Employment Law

- Contracts of employment
- Fixed Term Workers Act
- Agency Workers
- Protective Leaves
- Redundancy
- Employment Equality Legislation
- Bullying & Harassment
- Natural Justice and Fair Procedures
- Discipline & Dismissals
- Legal Framework
- Disciplinary Procedures
- Dealing with Absenteeism
- Dealing with Incompetence
- Dealing with Misconduct

Module 6

Effective Negotiation Skills

- Definition and objective of negotiations
- Strategic choices
- Types of Negotiation
- The stages/phases of negotiations
- Role play – local level negotiations
- Referral of dispute to the WRC – Conciliation Conference
- Referral of disputes to the the Labour Court
- Drafting a written submission
- Role play – Mock Labour Court Hearing

Module 2

Collective Bargaining Practice and Dispute Resolutions

- What is collective bargaining?
- Trade Union Recognition
- The right to join/not join a Trade union
- Obligation on employers to negotiate?
- Disputes in relation to recognition
- Referral of such disputes to the Labour Court
- IR Acts 1946-1990
- S.I. No.76 of 2004 **Enhanced Code of Practice on Voluntary Dispute Resolution**
- IR Acts 2001-2015
- Impact of the IR (Amendment) Act 2015
- Recent Case Law
- Registered Employment Agreements [REAs] and Sectoral Employment Orders [SEOs]

Module 4

Legal Framework of Industrial Relations

- Industrial Relations Acts, 1990
- Trade disputes, secret ballots, strike notice and industrial relations

Module 5

Resolving Conflict Effectively

- Understanding your style
- Assertive and communications skills
- Reducing conflict
- Handling difficult people
- Practice and feedback

Module 7

Managing Change

- Defining change management
- The difficulties that arise
- The people part of change
- Common change pitfalls
- Types of organisational change
- Effective teamwork to deliver change
- Change models
- Implementing change
- Strategy and change

Module 8

Revision/Exam techniques
Preparation and structure of exam questions