

Employment Rights

Information taken from:



Employment Law

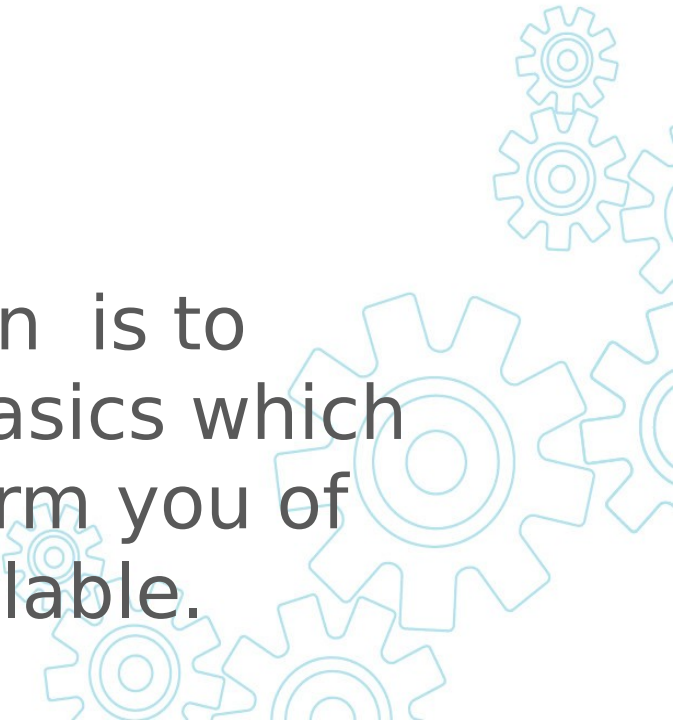
- Fundamental to the proper functioning of the workplace
- Protects employers and employees
- Consequences for non-compliance



The Employment Relationship

- Employment law applies to all employment relationships
- Different conditions, dependent on:
 - Employee age
 - Employee experience
 - Employment sector
 - Job classification

Our aim in this presentation is to provide you with the the basics which you need to know and inform you of additional information available.



Getting it right from the start

Written Terms & Conditions of Employment

A Legal requirement

- Terms and Conditions of Employment are the basis of the employment relationship
- Gives clear understanding to both parties
- Protects employees from exploitation
- Protects employers from false claims



Details to be Included in Terms & Conditions

- Name of employer and employee
- Address of employer
- Place of work
- Job title/nature of work
- Date of commencement of employment
- Duration/expiration of contract
(if temporary, fixed term or fixed purpose)
- Rate of pay and pay intervals
- Hours of work (overtime/shift patterns/Sunday Work)

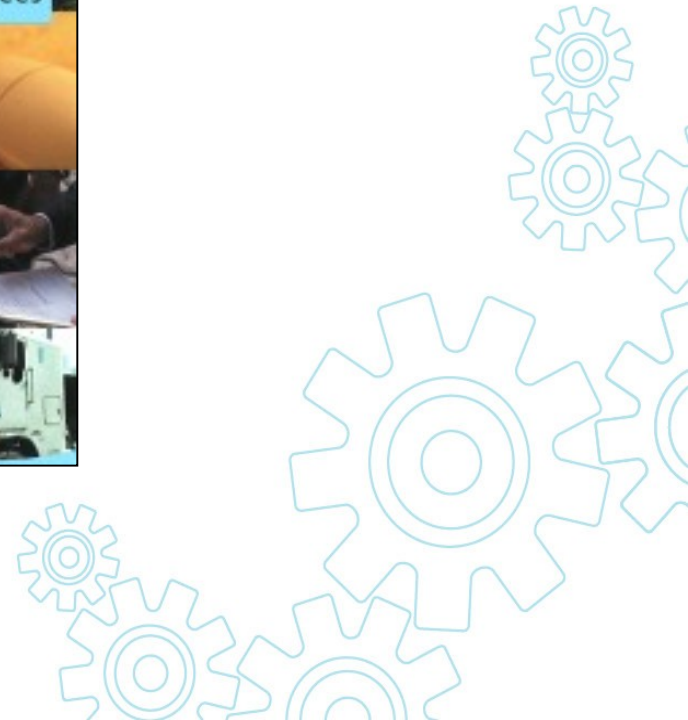
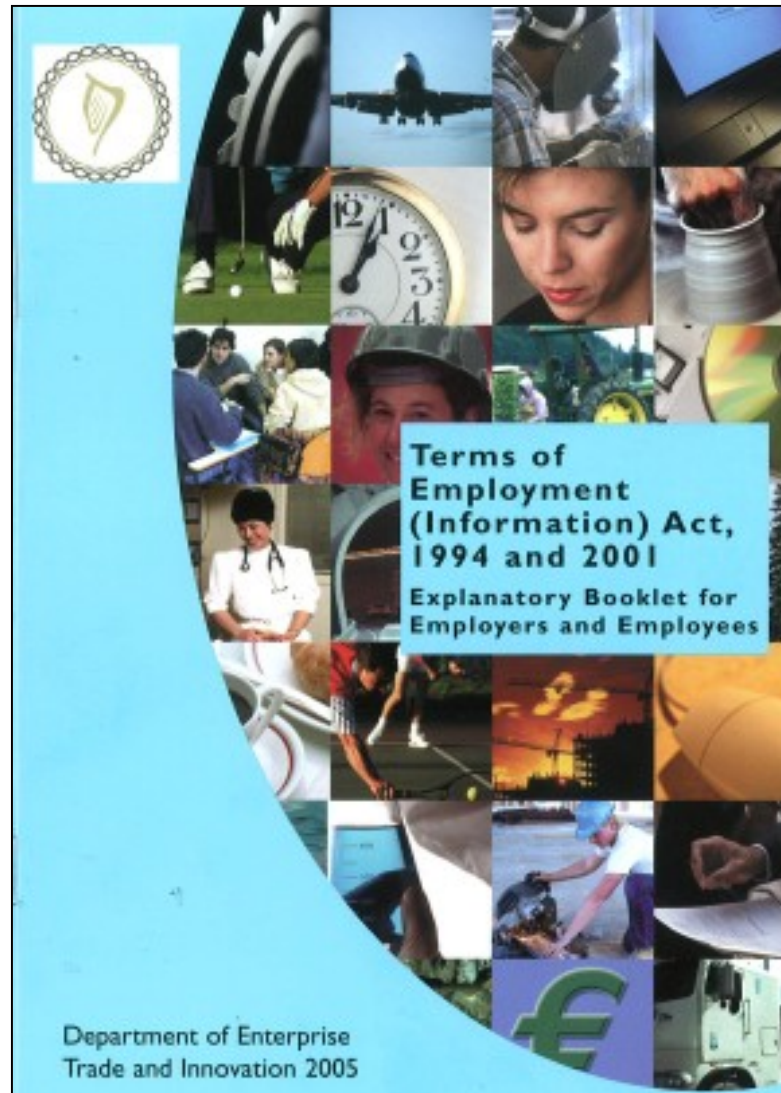


Details to be Included in Terms & Conditions

- Rest breaks (including a procedure for complaints)
- Annual Leave – other paid leave
- Sick Leave
- Pension Schemes
- Notice employee is entitled to receive, and obliged to give
- Collective agreements affecting employment
- Details of the employee's right to request and obtain written statement of average hourly rate of pay as per Minimum Wage Act, 2000
- Details of Grievance & Disciplinary Procedures (Good Practice)

Terms of Employment (Information) Acts
1994 & 2001.





Paying employees the correct wages and in the correct manner

Statement of Earnings (Payslip)

An employee must be given a payslip with each Payment of wages

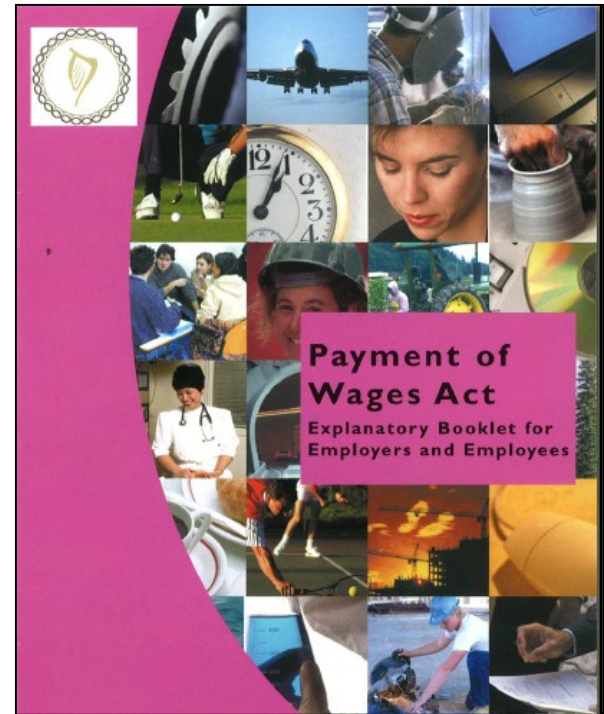
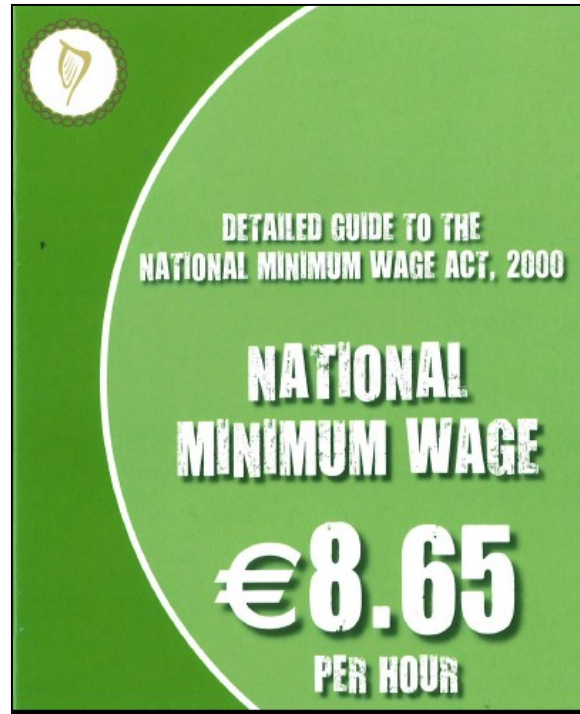
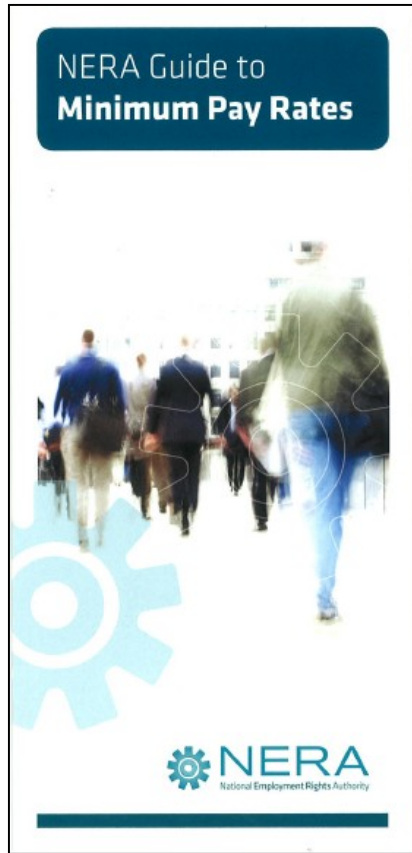
A deduction can only be made from wages where it:

- is required by law (Tax and Social Insurance)
- is made with the written consent of the employee (Trade Union subscription/Health Insurance)
- is provided for in the written terms and conditions (board and lodgings)

The gross wage and all deductions must be shown on the payslip

National Minimum Wage Act, 1990. Payment of Wages Act, 1991.





National Minimum Wage Act, 1990. Payment of Wages Act, 1991.

Minimum Rates of Pay in Different Sectors

The law, through Employment Regulation Orders, sets different minimum rates for these industries

- Aerated Waters & Wholesale Bottling
- Agricultural Workers
- Catering
- Contract cleaning
- Electrical Contracting
- Hairdressing
- Handkerchief & Household
- Piece Goods
- Hotels
- Law Clerks
- Printing
- Provender Milling
- Retail Grocery & Allied Trades
- Security
- Shirt making
- Tailoring
- Women's Clothing

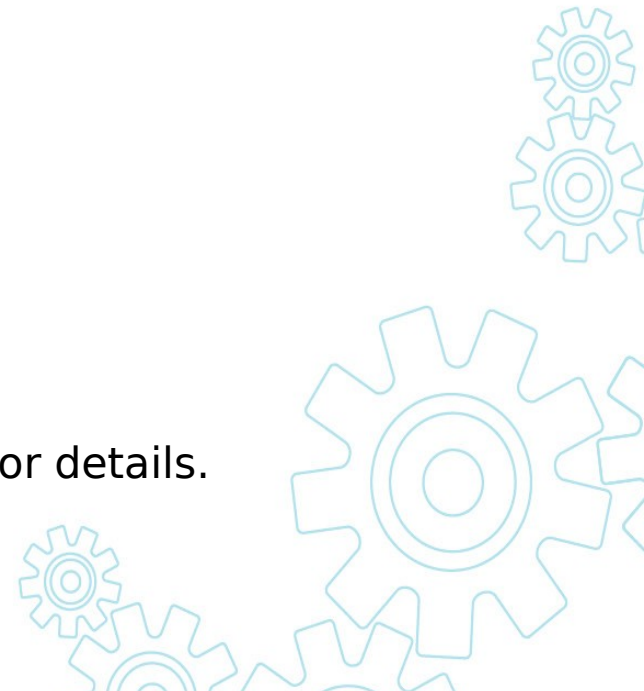
Visit the Labour Court Website at www.labourcourt.ie for details.

Minimum Rates of Pay in Different Sectors

The law through, Registered Employment Agreements, sets different minimum rates for these industries

- Construction
- Drapery, Footwear & Allied Trades
- Electrical Contracting
- Mushroom Growing
- Printing

Visit the Labour Court Website at www.labourcourt.ie for details.





NERA

National Employment Rights Authority

workplace relations

Workplace Relations provides information on rights and obligations under employment equality & industrial relations legislation for Ireland

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Compliance

Inspection

Inspectors or authorised officers of the Minister for Jobs, Enterprise and Innovation have powers generally under employment legislation to carry out employment rights compliance inspections and associated enquiries

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