



Ireland is witnessing a sharp rise in workplace conflicts, with over 15,000 employment complaints filed at the WRC in 2024 at a 20% year-on-year increase. **Unfair dismissal, redundancy, and contract disputes remain the leading causes,** reflecting growing organizational and economic pressures. As restructures, layoffs, and hybrid work models reshape employment dynamics, many **HR professionals struggle to interpret complex legal obligations, resulting in procedural lapses and rising tribunal claims.**

This certified program is designed to provide HR leaders and legal professionals with a comprehensive understanding of the statutory and procedural mechanisms governing employment disputes and terminations in Ireland. Participants will gain expertise over core legislation such as the Unfair Dismissals Acts, Redundancy Payments Acts, Employment Equality Acts, and Industrial Relations Acts, alongside recent developments under the Workplace Relations Act 2015 and Code of Practice on Grievance and Disciplinary Procedures.

Through a structured curriculum, you will explore critical areas including:

- 1. Legal definitions and evidentiary standards for **fair vs. unfair dismissal**
- 2. Lawful redundancy selection criteria and consultation obligations

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- 3. Handling constructive dismissal and protected disclosures
- 4. Managing grievance procedures, mediation, and arbitration under the Workplace Relations Commission (WRC) and Labour Court
- 5. Legal implications of fixed-term, remote, and flexible working arrangements under emerging EU directives

Participants will engage in analysis of landmark WRC and Labour Court decisions, enabling them to interpret how legal principles are applied in practice. You will also develop the capability to design and implement legally sound dismissal, redundancy, and dispute-resolution policies—aligning both procedural fairness and strategic HR objectives. The program emphasizes proactive risk management through effective documentation, performance management protocols, and early resolution mechanisms to mitigate potential claims.

Upon successfully completing the program, you will earn the **Certification in Ireland HR Employment Laws**. This globally recognized certification carries lifelong validity and will enhance your professional credentials, demonstrating your expertise in navigating Ireland's evolving employment law landscape and your ability to lead fair, compliant, and defensible workplace practices.

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KEY SKILLS YOU WILL GAIN

From This Program





Gerard Martin Byrne

Highly Accomplished Irish Employment Law and Workplace Relations Expert

Gerard Martin Byrne BL is a distinguished barrister and leading authority in Irish employment and labour law, bringing nearly 30 years of combined experience across legal practice, industrial relations, and senior management. Before being called to the Bar, Martin spent **over two decades in leadership roles within Ireland's manufacturing sector, where he successfully managed large-scale workforce planning, collective bargaining, and compliance with employment legislation.** His extensive experience in negotiating with trade unions, resolving complex workplace disputes, and designing HR governance frameworks has given him an exceptional command of both the legal and practical dimensions of employment relations.

As a practicing barrister, Martin has developed a highly respected legal practice representing employers and employees before the Workplace Relations Commission (WRC), Labour Court, and Irish civil courts. He specializes in unfair dismissal, redundancy, discrimination, and collective consultation cases, and regularly advises organizations on employment contracts, compliance audits, and dispute prevention strategies.

Recognized for his rare dual perspective as both a former industry leader and practicing employment law barrister, Martin delivers training that is both practical and authoritative. His deep understanding of workplace realities and legal frameworks allows him to equip professionals with actionable strategies to prevent disputes, ensure compliance, and manage employment risks with confidence.

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Before

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MODULE 1: FRAMEWORK OF IRISH EMPLOYMENT LAW

- Sources of employment law: Legislation, EU law, and case law
- How evolving case law shapes day-to-day HR practice

MODULE 2: CONTRACTS OF EMPLOYMENT - ESSENTIALS

- Core terms (express and implied) every contract must contain
- Pitfalls of poorly drafted or missing terms

MODULE 3: WORKPLACE DISCRIMINATION, BULLYING & HARASSMENT

- Discrimination in the workplace and the nine protected grounds
- Bullying, harassment, and victimisation risks

MODULE 4: HR COMPLIANCE IN PRACTICE

- Essential workplace policies and codes of conduct
- Record-keeping, audits, and proactive compliance measures

MODULE 5: HANDLING LAYOFFS DURING CHALLENGING TIMES

- Temporary layoffs and short-time working
- Strategies for balancing cost savings and compliance

MODULE 6: CASE STUDY WORKSHOP (DAY 1 WRAP-UP)

- Review of sample contracts and workplace policies
- Identifying risks and compliance gaps

MODULE 7: DISCIPLINARIES & INTERNAL GRIEVANCE PROCEDURES

- Handling employee grievances and ensuring procedural fairness
- Managing performance disciplinary processes
- Managing conduct disciplinary processes

MODULE 8: DISMISSALS IN IRISH LAW

- Grounds for dismissal: Fair vs. Unfair
- Constructive dismissal: When employer conduct forces resignation



MODULE 9: TERMINATION OF EMPLOYMENT

- Lawful vs. Unlawful termination
- Fixed-term contracts and probationary issues

MODULE 10: REDUNDANCY LAW IN IRELAND

- Statutory redundancy entitlements
- Collective redundancies and consultation obligations

MODULE 11: EXTERNAL DISPUTE RESOLUTION PATHWAYS

- Disputes before the WRC, Labour Court, and Irish courts
- Managing claims and responding effectively

MODULE 12: POLICY WORKSHOP & COMPLIANCE CHECKLIST (DAY 2 WRAP-UP)

- Drafting compliant employment policies
- Using checklists to test compliance and mitigate risks



Chartered Institute of Professional Certifications' programs are unique as they provide you with professional charter designations and marks that can be used across your lifetime once you have completed our programs.

Upon successfully attending this program, you will be awarded the **Certification in Ireland HR Employment Laws**, which can be added to your resume, CV, and other professional credentials. This industry-recognized certification carries lifelong validity and demonstrates your mastery of Irish employment law and dispute resolution practices.

Globally respected and increasingly in demand, this certification will amplify your expertise in managing fair, compliant, and defensible workplace practices in alignment with Ireland's Unfair Dismissals Acts, Redundancy Payments Acts, and Employment Equality Acts. It affirms your ability to handle disputes, redundancies, and terminations lawfully, uphold procedural fairness, and mitigate tribunal risks while strengthening organizational governance and integrity. This program is developed by the **Chartered Institute of Professional Certifications**, and its content has been independently certified by the **CPD Certification Service**, ensuring it meets the highest standards of continuing professional development principles.

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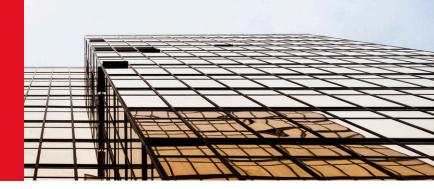
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We Thank You for Your Ongoing Support of Our Programs



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