

CHARTERED 
INSTITUTE OF PROFESSIONAL CERTIFICATIONS

IRELAND HR EMPLOYMENT LAW



**Fully Accredited
By:**

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CPD
Certification Service

PROGRAM OVERVIEW

Employment laws in Ireland are subject to frequent updates and changes. **Between 2015 and 2020, there were over 60 major amendments to employment-related legislation**, making it challenging for employers to stay current. Additionally, Ireland's redundancy laws are intricate, requiring compliance with detailed procedures for employee consultation and selection criteria. A 2023 survey showed that **70% of Irish employers found redundancy regulations confusing and challenging to implement correctly**.

This certified program will provide you with a comprehensive understanding of the complex and evolving HR Employment Law in Ireland, covering **key legislations and critical regulations governing employee-employer relationships**. You will explore key aspects of Irish employment law, including **employee and employer rights and obligations, employment policies, legal frameworks surrounding disciplinary procedures, dispute resolution, redundancy procedures and performance management**, offering you a well-rounded grasp of the latest employment laws and compliance standards.

In addition, this program will cover essential areas such as **workplace diversity, equality laws, health and safety regulations, anti-discrimination laws, restructuring, and Transfer of Undertakings (TUPE)**. You will also delve into the **legal aspects of collective bargaining and trade unions**, equipping you with the necessary tools to navigate employee activism and union involvement. Through practical insights and discussions on compliance, you will gain valuable insights into the **stringent data protection requirements under GDPR** and explore effective strategies for compliance.

ACCREDITATIONS



4.8



4.6





PROGRAM OVERVIEW

Additionally, the program addresses the **legal issues associated with redundancy procedures, offering practical guidance on consultation processes and selection criteria.** Participants will also learn how to navigate the intricate landscape of **dispute resolution, including mediation and arbitration, to effectively manage and resolve employment disputes.**

Upon successful completion of this program, you will earn the **Certification in Ireland HR Employment Law.** This certification will enhance your professional credentials by demonstrating your expertise in navigating Irish employment law and compliance with workplace regulations. The industry-recognized certification is valid for life, underscoring your commitment to fostering a legally compliant and fair workplace environment.

ACCREDITATIONS



4.8



4.6



KEY SKILLS YOU WILL GAIN

From This Program



**EMPLOYMENT CONTRACTS
TERMS OF EMPLOYMENT (INFORMATION) ACT
WORKPLACE GRIEVANCES
WORKPLACE INVESTIGATIONS**

**UNFAIR DISMISSALS ACT
ORGANISATION OF WORKING TIME ACT
EMPLOYMENT EQUALITY ACT
EQUAL PAY**

**GENDER PAY GAP REPORTING
MANAGE REDUNDANCIES
RESTRUCTURINGS PROCEDURES
TUPE REGULATIONS**

**PERFORMANCE MANAGEMENT
COLLECTIVE BARGAINING
TRADE UNIONS
DISCIPLINARY PROCEDURES
HEALTH & SAFETY AND WELFARE AT WORK ACT**

**DATA PROTECTION
GDPR**

YOUR FACULTY DIRECTOR



Grainne Gleeson

Highly Distinguished Ireland HR Regulatory Expert

Grainne Gleeson is a highly experienced employment law advisor with over 17 years of expertise gained at top employment law practices in Ireland and the UK before joining LinkedIn in 2014. As **Senior Director and Head of International Employment Law at LinkedIn**, she specializes in Irish employment law, guiding HR and business leaders to mitigate legal risks and ensure compliance across global operations.

Throughout her career, Grainne has **provided strategic counsel on complex employment law issues, including dismissals, workplace disputes, and compliance with evolving legislation**. She has extensive experience in training internal and external clients, having worked with renowned firms such as Lewis Silkin UK and Mason Hayes & Curran. Additionally, she has **lectured on employment, contract, and corporate law at leading institutions, including University College Dublin, Trinity College Dublin, and the Law Society of Ireland**.

Grainne is also a strong advocate for diversity and inclusion and serves as an EMEA leadership advisor for LinkedIn's women's Employee Resource Group. Her technical expertise, strategic insights, and dedication to fostering inclusive workplaces have made her a respected leader in the field of employment law.

OUR PARTICIPANTS

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Pfizer

Life is our life's work



Nestlé



Employment Law

PROGRAM AGENDA

MODULE 1 - OVERVIEW EMPLOYEE/EMPLOYER RIGHTS AND OBLIGATIONS

- Employer Rights And Obligations
 - Terms and conditions of employment
 - Working hours
 - Leave entitlements

MODULE 2 - EMPLOYMENT POLICIES AND HANDBOOKS

- Legally Required Policies
- Recommended Policies
- How To Manage Breaches

MODULE 3 - WORKPLACE INVESTIGATIONS

- Disciplinary Procedures
 - Issues that might give rise to investigations
 - How to conduct a disciplinary procedure
 - Tricky issues that can arise e.g. employees going on sick leave, anonymous evidence etc.

MODULE 4 - EMPLOYMENT DISPUTE RESOLUTION AND GRIEVANCE PROCEDURES

- Different Types Of Employee Disputes That Can Arise
- Avenues For Managing Escalations
- Formal Process Requirements

MODULE 5 - MANAGING EMPLOYEE PERFORMANCE

- An Overview Of The Legalities For Managing Performance
- Details Of Informal And Formal Process
- How To Legally Exit For Performance And Manage Tricky Issues Such As Mental Health Challenges

MODULE 6 - EQUALITY AND LEGAL IMPLICATIONS OF WORKPLACE DIVERSITY

- An Overview Of The Equality And Discrimination Law And Claims That Can Arise
- Policies And Workplace Diversity Initiatives To Support Compliance
- Equal And Gender Pay



Employment Law

PROGRAM AGENDA

MODULE 7 - HEALTH AND SAFETY REGULATIONS

- An Overview Of The Regulations
- Practical Steps Required To Comply Such As Building Risk Assessments
- Legal Obligations For Business Leaders And How To Navigate Tricky Health And Safety Issues Such As Stress In The Workplace

MODULE 8 - REDUNDANCY, RESTRUCTURING AND TRANSFER OF UNDERTAKINGS

- Legal Framework For Redundancies, And Details For How To Manage Individual Redundancies
- An Overview For How To Manage Collective Consultation Requirements And Risks To A Business
- Overview Of That Laws That Relate To TUPE And When It Arises

MODULE 9 - COLLECTIVE BARGAINING AND TRADE UNIONS

- The Types Of Employee Activism That Can Arise In Ireland
- Legal Protections For Employee Activism
- Requirements When Unions Become Involved In An Issue

MODULE 10 - DATA PROTECTION, PRIVACY AND EMPLOYMENT LAW IN A DIGITAL AGE

- An Overview Of The GDPR And Impact On Employment Law And Litigation
- AI Regulations And Impact On Workplace
- Impact On Social Media Policies, Ways Of Working

YOUR CHARTER DESIGNATION



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 with the **Certification in Ireland HR Employment Law** that can be used in your resume, CV and other professional credentials. This certification is industry-recognized with lifelong validity.

Globally recognized and highly sought after, this certification will elevate your professional credentials and demonstrate your expertise in navigating the complexities of Ireland's employment legislations and regulations. It will validate your ability to implement a comprehensive compliance framework, ensuring your organization aligns with the stringent standards of Irish employment legislation. Developed by the **Chartered Institute of Professional Certifications**, this program's content is independently accredited by the **CPD Certification Service**, adhering to the highest standards of continuing professional development principles. This certification will showcase your commitment to ensuring compliance and fostering a legally sound and fair workplace environment in Ireland.

ABOUT US

49,525

Business Leaders Have
Attained Their Chartered
Certifications Since 2009

390

Certified and Fully
Accredited Programs

87%

Chartered Leaders Have
Reported Career Promotions
and Enhancements

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CONTACT US TODAY

We Thank You for Your Ongoing Support
of Our Programs

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