



Welcome to Adare Human Resource Managements July 2016 edition of our HR and Employment Law Newsletter In Conjunction with Shannon Chamber of Commerce



**Shannon  
CHAMBER**

Welcome to Adare Human Resource Managements July 2016 edition of our monthly HR and Employment Law Newsletter

Established in 2003, Adare Human Resource Management are Ireland's leading expert and provider of Employment Law, Industrial Relations (IR), Human Resource Management (HRM) and Health and Safety Services.

## Early Observations of the Workplace Relations Commission

The Workplace Relations Commission has been in place for nearly 10 months. This new system has seen a radical shake up of Irish employment legislation and has recently issued a report outlining the work undertaken by the Commission, the progress made against the longer term goals and insights into trends emerging in this new form of dispute resolution.

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## Cases reviewed under the WRC

In this month's newsletter the team at Adare Human Resource Management consider in detail a number of cases as adjudicated under the Workplace Relations Commission. These cases are in the area of payment of wages, unfair dismissal and fixed term working.

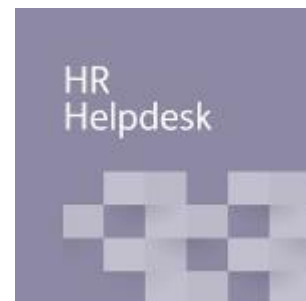
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## Paternity Leave and Parental Leave – The Essentials

Parental Leave has recently been in the news as a result of the planned introduction of other family friendly leave, namely Paternity Leave. In this month's newsletter the HR and Employment Law Consultants at Adare Human Resource Management consider the likely implications of this Paternity Leave Bill as well as the main considerations for Organisations in relation to Parental Leave.

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## Adare Human Resource Management - Our Services

### **Employment Law and HR Support Services**

With our wealth of Employment Law, IR and HRM experience and with the requirement among Organisations for more long term HR management relationships, our Partnership Programme provides the solution for Organisations. From compliance with your contracts of employment and employee policies and procedures, industrial relations disputes through to legal representation at third parties, our Partnership Programme provides you with the advice and support your Organisation requires.

Click [here](#) for further information on our Employment Law and HR Support Services

### **Human Resource Management Consultancy Services**

At Adare Human Resource Management, our HR consulting services help leading Organisations across key sectors throughout Ireland manage the complex HR challenges they face. We provide a range of HR

consulting services that are not only solution focused, but are proactive to ensure we consistently deliver upon the needs of your Organisation.

Click [here](#) for further information on our HR Management and Consultancy Services

### Health and Safety Services

Our Health and Safety Consultancy Services assist Organisations through carrying out a risk assessment to identify hazards, development and implementation of a customised Health and Safety Statement and delivery of training. Organisations will have access to timely telephone, email and face to face advice and support as required on any Health and Safety related issues.

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**Our new instructional Linea video guides users on how to get the best from this resource. Watch it [here](#).**



### BECOME A LINEA MEMBER TODAY

Linea is the most comprehensive, up to date online resource available for HR practitioners, owner managers, accountants and those tasked with responsibility for people management.

Linea gives members exclusive access to the most up to date information, policies, forms, letters and cases in all areas of Employment Law, Human Resource Management and Health and Safety as developed by our team of expert consultants. These resources allow members to follow best practice in all HR related matters and develop their overall HR knowledge.

### LINEA MEMBERSHIP BENEFITS

Members enjoy:

- Comprehensive guidance on all aspects of Employment Law – information on all key pieces of Employment Legislation and regulations affecting your Organisation.
- Access to an extensive list of HR best practice toolkits, templates, company policies, forms, letters, checklists and employment related calculators.
- Full access to a broad range of content topics, from recruitment to retirement, all compiled by our expert team of consultants.
- Networking opportunities through the Members Forum and regular updates on seminars and HR news through our newsletters.