



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



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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.

HR Metrics & the Development of your Organisation

The development of HR Metrics is essential for the long-term, sustained performance of an Organisation. It has become evident as of late, that many Irish Organisations are beginning to focus their attention once again on Human Capital. As a result Employee Data has come to the forefront of many HR departments. Both qualitative and quantitative data can ensure the Organisation succeeds in its overall objectives and strategies, contributing to the financial performance of the company. In this month's newsletter, Adare Human Resource Management define the benefits of HR metrics, as well as its application and measurement.

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Considerations in relation to Race Discrimination

In this month's newsletter we discuss some interesting cases in relation to claims of discrimination. The Employment Equality Acts set out to prevent discrimination against Employees, on any of the nine grounds including: gender, civil status, family status, sexual orientation, disability, age, race, membership of the traveller community and religion.

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Employment
Cases

Force Majeure Leave

In this month's HR Helpdesk we consider the area of Force Majeure Leave. This type of leave is provided to Employees where, due to the illness or injury of a particular person, the Employee's presence at the location of that person is indispensable. Force Majeure Leave can prove a tricky area of Employment law, as many Organisations are unsure of which persons are listed in this area of legislation and what entitlements are available for Employees. Adare Human Resource provides an overview of Force Majeure Leave and discuss two interesting cases in this area.

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HR
Helpdesk

Invitation to our Workplace Relations Commission Mock Hearing

Adare Human Resource Management are delighted to invite you to our Workplace Relations Commission Mock Hearing on the 27th of April. This event will provide a unique opportunity to learn directly from an Adjudication Officer and Senior ER/IR Practitioners. Register now by emailing marketing@adarehrm.ie or call 01 561 3594.

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