



**In Conjunction with**



Welcome to Adare Human Resource Managements August 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.

## The Organisation of Working Time Act – Key Considerations for Employers

The Organisation of Working Time Act is an important piece of legislation for Employers. It sets out the main requirements for Employees in the way of rest periods, maximum working time, break times, Sunday working, night workers and holidays. In this month's August newsletter the team at Adare Human Resource Management discuss this legislation in detail and what Organisations should remain cognisant of.

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## Case Law – Organisation of Working Time Cases

In this month's newsletter we consider recent case law relating to the Organisation of Working Time Act and decisions arising from cases heard under the Workplace Relations Commission.

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## HR Helpdesk – How to calculate Annual Leave

All Employees are entitled to annual leave once they begin their employment. Legislation sets out three methods used to calculate annual leave. In this month's HR Helpdesk the team at Adare Human Resource Management define how each of these type of methods can be used within your Organisation.

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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.

Click [here](#) for further information on our Health and Safety Services

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.