



Welcome to Adare Human Resource Managements May 2016 edition of our HR and Employment Law Newsletter In Conjunction with 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.

Fundamentals of Employment Legislation - Types of Employment

In this month's newsletter we examine the distinction between Employees who are employed under Contracts of Service, Agency Workers and Contracts for Service. From an Organisation's perspective, it is imperative that there is clarity in relation to the type of relationship that is established between the parties. Often-times, the type of relationship between the parties is only decided when the two parties to a dispute attend at a third party forum. The relationship type will decide the types of statutory protections applied in each individual set of circumstances.

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Fixed Term Contracts - Essential Learnings and Considerations

In this month's newsletter we consider two cases involving fixed term contracts. The first case finds in favour of the Claimant, in that there was no justifiable reason for the use of this type of contract and in contrast, the second case finds that the use of a fixed term contract was justifiable as it was needed to achieve a specific objective. The team at Adare Human Resource Management examine the findings of these cases and what they could potentially mean for your Organisation.

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Employment
Cases



Compensatory Rest Periods

In this month's HR Helpdesk we consider certain aspects of the Organisation of Working Time Act 1997 and Compensatory Rest Periods. Section 6 of the Organisation of Working Time Act provides for Compensatory Rest Periods. The Labour Relations Commission published a Code of Practice on Compensatory Rest Periods in 1998. Although the Labour Relations Commission has since been abolished with the formation of the Workplace Relations Commission, this Code of Practice is still applicable in Irish Workplaces. This Code of Practice is admissible in evidence before a Court, the Workplace Relations Commission or the Labour Court in cases relating to the rest periods / breaks under the Organisation of Working Time Act 1997.

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HR
Helpdesk



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