

DIPLOMA IN EMPLOYMENT LAW

Start date:	Friday 12 February 2021
Delivery method:	Blended learning: block release lectures and workshops session over five weekends (Friday and Saturday)
Assessment:	Three-hour closed-book written examination
Fee:	€2,600
Course Leader Law Committee	Liam Dunne – Solicitor and Secretary to the Law Society Employment

Application information

The closing date for applications for this course is Friday 29 January 2021.

Programme objectives

On completion of this training programme, participants will have:

- An excellent understanding of the legislative and structural framework governing our system of employment rights and industrial relations;
- Familiarity with legal considerations one should be aware of during the recruitment process;
- An understanding of key standard employee-related policies and procedures;
- A thorough knowledge of applicable codes of practice;
- A knowledge of the legal issues relating to equality matters that permeate the employment relationship, from recruitment through to termination;
- A thorough knowledge of legal issues relevant at the point of termination; and
- Familiarity with key considerations regarding applicable dispute resolution procedures.

Programme structure and approach to learning

Framed by the *Workplace Relations Act 2015*, this well-established and highly regarded postgraduate diploma provides a comprehensive understanding of employment law, covering all aspects of the employer/employee relationship from recruitment through to termination. Relying on contributions from leading practitioners, stakeholders, and decision makers in the area, we highlight how new developments are likely to affect your practice. For example, we will focus on recent practice and procedural developments arising out of the switch to remote working for many workers.

The ultimate aim of the diploma is to provide practitioners with a comprehensive understanding of employment law and practice in this jurisdiction.

Modules

The employment law programme is based on the following module scheme and covers key themes as listed below:

Module 1: Introduction to employment law

- *Workplace Relations Act 2015 (WRA)*,
- Forums and redress,
- Recruitment and status of workers,
- Data protection in the workplace,
- The HR perspective.

DIPLOMA IN EMPLOYMENT LAW

Module 2: Workers and allowances

- Pay and benefits,
- Pensions,
- *Working Time Act 1997*,
- Statutory leave.

Module 3: Rights of the worker

- Equality in the workplace,
- Age discrimination,
- Bullying and harassment,
- Health and safety,
- Mediation,
- Social media in the workplace.

Module 4: Resolutions

- Trade disputes and industrial relations,
- Notice and dismissal,
- Grievance and disciplinary procedure,
- Whistleblowing,
- Injunctions.

Module 5: Issues when leaving work

- Transfer of Undertaking Regulations,
- Severance packages,
- Redundancy,
- Practical advice when using the WRA.

Who should attend?

This course is suitable for the following:

- Solicitors, barristers, and trainees who advise or wish to advise on employment law matters.
- Key stakeholders and decision makers within the employment sector who are involved in hiring and managing staff, including human resources professionals, training managers, union officials, those working for recruitment agencies, and line managers dealing with significant volumes of employees.

We welcome applications for this course from suitably qualified non-members. Please explain your interest and set out any relevant experience in a cover letter and a brief CV. Such applications are subject to a supplemental fee of €300.

Workshops

Workshops are a key feature of this course. These are designed to be interactive and involve working in groups on selected case-study problems and analysis, with an emphasis on the application of the law to common scenarios encountered in practice.

Workshop	Title	Date	Time
1	Contract of Employment, Worker Status, Recruitment and Termination	Saturday 13 March 2021	1.40pm – 02.30pm

DIPLOMA IN EMPLOYMENT LAW

2	Equality in the Workplace, Bullying and Harassment and Health and Safety	Saturday 20 March 2021	1.40pm to 2.30pm
3	Trade Disputes, Whistleblowing and Injunctions	Saturday 17 April 2021	12.40pm to 3.30pm
4	Exam Preparation	Saturday 8 May 2021	10am to 1pm

Faculty

Lecturers and tutors will be drawn from experienced employment law practitioners. Previous lecturers have included:

- Ciaran Ahern, A&L Goodbody,
- Claire Bruton BL,
- Clare Cashin, Philip Lee,
- Maura Connolly, Eugene F. Collins,
- Melanie Crowley, Mason Hayes & Curran,
- Maryrose Dillon, UCC Academy,
- Julie Galbraith, Eversheds Sutherland,
- Mary Gavin, Hayes Solicitors,
- Louise Harrison, Flynn O'Driscoll,
- Caoimhe Heery, Ronan Daly Jermyn,
- Joanne Hyde, Eversheds Sutherland,
- Geraldine Hynes, Solicitor & Mediator,
- Duncan Inverarity, A&L Goodbody,
- Edel Kennedy, Mason Hayes & Curran,
- Sarah Lawn, Arthur Cox,
- Lydia Leonard, The Pensions Authority,
- Deirdre Lynch, ByrneWallace,
- Cathy Maguire BL,
- Cathal McGreal BL,
- Ronnie Neville, Mason Hayes & Curran,
- Anne O'Connell, AOC Solicitors,
- John C. O'Connor, O'Connor Solicitors,
- Maeve Regan, Solicitor,
- Barry Reynolds, DAC Beachcroft,
- Desmond Ryan BL,
- Elizabeth Ryan, Mason Hayes & Curran,
- Philip Smith, Arthur Cox,
- Triona Sugrue, A&L Goodbody,
- Barry Walsh, Fieldfisher,
- Patrick Walshe, Philip Lee,
- Emmet Whelan, ByrneWallace.

Testimonials

"This course has been very helpful in furthering my understanding of all aspects pertaining to employment law. The practical-orientated focus of the course enabled me to fully understand complex employment law legislation and case law and its applicability to contemporary legal

DIPLOMA IN EMPLOYMENT LAW

practice. The online delivery of the course, including the ability to participate in online workshops was excellent, as it enabled me to view and complete the material at my convenience and did not adversely impact me in terms of having to take time out of my work schedule.

"The content of the course was comprehensive and covered all areas of employment law, including key European decisions that have had a direct impact on the law within this jurisdiction. The additional bonus/supplementary lectures were extremely beneficial, particularly when having to consider employment legalities and practicalities during the unprecedented disruption and uncertainty that affected employment relationships as a consequence of the COVID-19 pandemic. Overall, the calibre of the lecturers, lectures and workshops was outstanding, and I would have no hesitation in recommending this course to anyone with an interest in obtaining a grounding in employment law in an Irish context."

—Kevin Sherry, Associate Solicitor, Dermot G. O'Donovan Solicitors