

## Guide To Employment Rights Nera Workplace Relations

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16 April 2019. NERA was established in 2007 with the aim of securing compliance with employment legislation and to foster a culture of compliance in Ireland. NERA seeks to do this through the following means: An information service. An employer inspection service. An enforcement power where employers are found not to be compliant with an aspect of employment law.

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Below you will find a handy employer's checklist for a NERA (National Employment Rights Authority) inspection: Do you have your employer's registration number with the Revenue Commissioners? Have you a list of all your employees together with their PPS numbers and addresses? Have you the dates of ...

NERA-National Employment Rights Authority | Employment ...

Interview employers and employees; Take statements; Examine and take copies of records; Initiate legal proceedings; If an initial inspection of records finds that an employer has breached employment law, the Inspection Services can: Issue a letter asking the employer to correct this; Refer the matter to legal services for prosecution

Employment rights legislation: inspection and compliance

The Guide Isle of Man Employment Rights: a Guide provides a much more detailed overview of Isle of Man employment law and some other relevant legislation as at January 2020. See downloadable documents for more detailed guides on specific areas of employment law such as paid holidays and maternity rights.

Isle of Man Government - Guides to Employment Rights

NERA (National Employment Rights Authority) is the statutory body appointed to ensure employers compliance with employment legislation in Ireland. It carries out regular inspections to fulfill it's obligations and ensure compliance by employers.

NERA | Employment Rights Ireland

Employers are obliged to keep certain statutory records to show compliance with Employment Legislation and to demonstrate that employees are receiving their proper entitlements. Notice to Employers availing of the Temporary Wage Subsidy Scheme

Home - Workplace Relations Commission

NERA, The National Employment Rights Authority was set up in 2007 on an interim basis. It monitors conditions of employment in the Republic of Ireland. NERA has Inspection services and Enforcement and Prosecution Units.

The National Employment Rights Authority - NERA

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Guide To Employment Rights Nera Workplace Relations

Introduction Employees have a number of legal employment rights and protections in Ireland. This document provides a summary of these rights and entitlements, which are governed by employment legislation. An employee is a person engaged under a contract of service.

Employees' rights and entitlements - Citizens Information

Your basic rights including pay, contracts, holiday and sick pay, agency workers' rights, flexible working and parental rights.

Rights at work - Citizens Advice

NERA (National Employment Rights Authority) is the statutory body appointed to ensure employers compliance with employment legislation in Ireland. It carries out regular inspections to fulfil it's obligations and ensure compliance by employers.

Are you an employer worried about employment related claims by employees? Are you an employee whose rights are being infringed or ignored? Employment law can be confusing for both employers and employees alike. There is a huge amount of rules, regulations, laws, directives, case law concerning employment law in Ireland.Even with the best will in the world, it is easy to do the wrong thing. To make a mistake. "Employment Law in Ireland-A Plain English Guide for Employers and Employees" can help because it can save you time and money. And it can reduce the doubts in your mind about your situation.> For Employers and Employees If you are an employer it can save you the expense of defending and perhaps losing a costly claim by an employee. If you are an employee it can help you obtain your employment rights and eliminate the stress of not knowing where you stand. Because it explains what your obligations are as an employer, and what your rights are as an employee. Wide Range of Topics CoveredTopics such as unfair dismissal, redundancy, the employment contract, health and safety, what policies and procedures should be in place in the workplace, equality and discrimination, holiday entitlements, part time and fixed term workers' rights, rest periods and breaks, data protection, TUPE (transfer of undertakings) regulations, temporary agency workers, young persons in work, performance improvement plans disciplinary procedure-step by step NERA and how they operate, intoxicants in the workplace, maternity leave, other leave entitlements, payment of wages, and more are explained in easy to understand language. Employers are understandably worried about costly claims for unfair dismissal, wrongful dismissal, discrimination, unfair selection for redundancy.This book helps avoid such claims by explaining the correct steps to take to prevent claims and what the employers' obligations are. Many employees too are unsure about their employment rights and are badly treated in the workplace. They have experienced the sick feeling in the pit of their stomach going into work everyday and not knowing whether there is anything that they can do about their treatment. This book aims to give peace of mind and reduce stress for both employers and employees. It also explains the essential terms that should be included in the employment contract and why 80% of cases for unfair dismissal are lost. And it is written by a practicing solicitor who has been an employer in Ireland since 1986. Written in Understandable Language If you are looking for a text book on employment law in Ireland, this is not for you. This is not an academic work. If you are looking for a straightforward reference guide to refer to on a daily basis in the workplace, this book should suit you just fine. Other Topics Other topics covered include the forums for redress of your employment rights, working time, internships in the workplace and what can go wrong, fixed term contracts, contracts of indefinite duration, employment permits, staff handbooks, the most important policies and procedures to have, without prejudice negotiations, temporary agency workers, etc. If this book helps you as employer avoid one claim or if it helps you uphold just one of your employment rights it will have proven to be one of the best investments you have made this year. Written by a Solicitor Terry Gorry is a solicitor, small business owner and has been an employer in Ireland since 1986. He helps other small business owners and their employees.

When you set up a business in or expand into a new territory within the EU, you will find yourself in a jurisdiction where, in practice, the basis on which you conduct business can be completely different from your home market. Business Insights: Europe will allow you to know ahead of time what legal, taxation and employment regulations you will face, revealing how to avoid the bureaucracy and 'pen pushing' which can dramatically affect your chances of success. A practical handbook and indispensable source of advice, Business Insights: Europe will first discuss the key issues that need to be addressed when drawing up a business plan for operating in a new EU market. It will also give a detailed breakdown of the legal, financial, tax and accounting practices you must observe if you are to set up and run your business on an efficient and effective basis, while distinguishing between exporting from the UK and running an office, branch or subsidiary within the EU.

The term "social dumping" regularly appears in public debates and in policymaking circles. However, due to its ambiguity it is used in a manner that is convenient for individual discourse participants, thus opening the door for misconceptions and ill-grounded accusations. This book systematically examines social dumping in the context of the European integration process. It defines social dumping as the practice, undertaken by self-interested market participants, of undermining or evading existing social regulations with the aim of gaining a competitive advantage. It also shows how the two major EU integration projects – the creation of the Internal Market, and EU enlargement to the east and to the south – have provided market actors with new incentives and opportunities to contest existing social "constraints". The empirical chapters examine social dumping practices accompanying labour migration, employee posting and cross-border investment distribution. In addition, they outline the process of formation of social standards and trace initiatives at EU and national levels that contribute to the spread of social dumping in Europe. This book will be of interest to scholars and students of employment relations, EU studies, international political economy, globalisation studies, welfare studies, social policy and migration studies.

The Employment Law Review, edited by Erika C Collins of Proskauer Rose LLP, serves as a tool to help legal practitioners and human resources professionals identify issues that present challenges to their clients and companies. As well as in-depth examinations of employment law in 48 jurisdictions, the book provides further general interest chapters covering the variety of employment-related issues that arise during cross-border merger and acquisition transactions, aiding practitioners and human resources professionals who conduct due diligence and provide other employment-related support in connection with cross-border corporate M&A deals. Other chapters deal with global diversity and inclusion initiatives across the globe, social media and mobile device management policies, and the interplay between religion and employment law. Contributors include: Els de Wind, Van Doorne; Annie Elfassi, Loyens Loeff. &quote;Excellent publication, very helpful in my day to day work.&quote; - Mr Frederic Thoral, Head of HR, BNP Paribas&quote;Excellent coverage and detail on each country is brilliant.&quote; - Mr Raani Costelloe, General manager of Legal and Business Affairs, Sony music Entertainment, Australia&quote;An excellent resource for in-house counsel for a company with an international footprint.&quote; - Mr John R Pendergast, Senior Counsel, BASF Corporation, USA&quote;It's invaluable to any lawyer dealing with cross-border and privacy-related employment issues and is a cornerstone to my own legal research&quote; - Oran Kiazim, Vice President, Global Privacy, SterlingBackcheck, UK

Any employee can sue any employer at any time, and for just about any reason. There is no such thing as a bulletproof personnel decision. It's no wonder businesses fear lawsuits from employees—they are costly in terms of time, money, and distraction. But fear not. The Employer Bill of Rights: A Manager's Guide to Workplace Law is a practical handbook designed to help managers and business owners navigate the ever-changing maze of labor and employment laws, rules, and regulations. Following its practical guidelines will help you deter most lawsuits and place you in the best possible position to defend those that ultimately are filed. Your expert guide, employment attorney Jonathan T. Hyman, shows you how to assert your rights to protect your investment in people, operations, facilities, and other assets—all with any eye to maintaining a more productive, harmonious, and profitable workplace. In addition, The Employer Bill of Rights: Explains in practical and plain language the key legal issues that managers face on a daily basis in managing their employees. Describes how to make personnel decisions that will help you avoid costly litigation. Explains the who, what, why, when, where, and how of each of the major federal employment discrimination acts. Tackles cutting-edge human resources issues such as wage-and-hour disputes and managing social media in the workplace. Shows how to hire and fire employee without the fear of an expensive discrimination lawsuit. Describes how to control your operations by implementing legal policies and procedures related to plant shut downs, employee scheduling, work rules, and the maintenance of confidential, critical information. Proposes recordkeeping practices designed to support your decisions. Shows why you should follow the Golden Rule in all personnel matters with your employees. No personnel decision or policy is litigation-proof, but The Employer Bill of Rights: A Manager's Guide to Workplace Law will help you make informed decisions to hedge against and avoid the biggest blunders and errors that too often result in expensive and time-consuming lawsuits.

This annual Irish publication contains selected cases and materials relevant to Employment Law. Practitioners need to be up to date and this annual publication provides that service. By being selective, and having that selection carried out by experienced lawyers, practitioners are pointed in the right direction. Comprises of: Irish law: decisions of the superior courts, Labour Court, Equality Tribunal, Employment Appeals Tribunal etc; Irish legislation and statutory instruments; English law so far as relevant eg common law decisions; EU law: decisions of the Court of Justice of the European Communities and relevant Directives/Regulations; Other material such as Annual Reports of the EAT, the Labour Court, the Health & Safety Authority, the activities of NERA. Previous print edition ISBN: 9781780434568