

DIPLOMA CENTRE

Diploma in Employment Law



MODULE 1: INTRODUCTION TO EMPLOYMENT LAW

SESSION 1	TIME	DELIVERY
Friday 12 February 2021	12:00pm – 4:30pm	Online
1 Introduction to Employment Law: An overview of current and emerging trends in the practice of employment law.		
2 Workplace Relations Act 2015: General overview of the developments and reform since enactment of the 2015 Act.		
3 Forums & Redress: Introduction to various forums available to employees to give context to employee related issues during the course of employment.		
4 Policies & Procedures in the Workplace: Introduction to fair procedures with an emphasis on employee related issues.		

4 hrs. Gen. & 1 hr. M&PD CPD

SESSION 2	TIME	DELIVERY
Saturday 13 February 2021	11:00am – 3.30pm	Online
1 Recruitment & Status of Workers: Status and pre-contract issues encountered by employees including equality matters.		
2 Contract of Employment I: Implied terms of contract by way of statute or common law.		
3 Contract of Employment II: Express contractual terms.		
4 Contract III: Restrictive covenants – identifying the scope and applicability of restrictive covenants, drafting advices for the practitioner.		

4hrs. Gen. CPD

MODULE 2: WORKERS & ALLOWANCES

SESSION 3	TIME	DELIVERY
Friday 12 March 2021	12:00pm – 4:30pm	Online
1 The Atypical Worker I: Employing young persons, job-sharers, part- and fixed-term workers.		
2 The Atypical Worker II: Legislation and case law applicable to engaging agency staff and the obligations owed by both parties to the agreement.		
3 Pay & Benefits: Legislative provisions applicable to remuneration including the minimum wage.		
4 Pensions: An overview of the legislative provisions in relation to pensions including employers' requirements in relation to Personal Retirement Savings Accounts (PRSAs).		

5 hrs. Gen. CPD

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SESSION 4	TIME	DELIVERY
Saturday 13 March 2021	10:00am – 4.30pm	Online
1 Data Protection in the Workplace: Workplace privacy and the protections available to employees.		
2 Working Time Act 1997: Applying this Act including a review of the key protections and applicable case law arising from the act.		
3 Statutory Leave: Maternity leave, adoptive leave, parental leave, carer's leave, force majeure, sick leave.		
4 Workshop 1		
4 hrs. Gen. & 1 hr. M&PD CPD		

MODULE 3: RIGHTS OF THE WORKER

SESSION 5	TIME	DELIVERY
Friday 19 March 2021	12:00pm – 4:30pm	Online
1 Equality in the Workplace I: <i>Employment Equality Acts 1998 – 2012</i> and the nine grounds of discrimination.		
2 Equality in the Workplace II: Disability and age discrimination.		
3 Bullying & Harassment: Review of stress and bullying/harassment in the workplace with a look at the <i>Equal Status Act</i> from the point of view of the employer.		
4 Age Discrimination: Looking at compulsory retirement ages and the possibility of age discrimination.		
4 hrs. Gen. CPD		

SESSION 6	TIME	DELIVERY
Saturday 20 March 2021	10:00am – 3.15pm	Online
1 Health & Safety: A review of the <i>Safety, Health & Welfare at Work Act 2005</i> including risk assessments, safety statements, employer and employee obligations.		
2 Employer Insolvency: Issues arising out of an insolvency process.		
3 Mediation: Engagement with mediation in employment law.		
4 Workshop 2		
4 hrs. Gen. CPD & 1 hr. M&PD CPD		

MODULE 4: RESOLUTIONS

SESSION 7	TIME	DELIVERY
Friday 16 April 2021	12:00pm – 5:30pm	Online
1 Trade Disputes and Industrial Relations I: Procedures of trade disputes, right of association/dissociation and trade union immunity.		
2 Trade Disputes and Industrial Relations II: The <i>Industrial Relations Acts</i> and developments since the Ryanair case.		

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- 3 **Notice and Dismissal I:** Notice periods; unfair dismissal; wrongful dismissal; fair procedures.
- 4 **Notice and Dismissal II:** Conducting an unfair dismissal case.
- 5 **Grievance & Disciplinary Procedure:** Application of the procedures available in the workplace.

5 hrs. Gen. CPD

SESSION 8	TIME	DELIVERY
Saturday 17 April 2021	10:00am – 3.30pm	Online
1 Whistleblowing: <i>Protected Disclosures Act</i> and the <i>Criminal Justice Act</i> and how they affect employees.		
2 Injunctions: Balance of convenience; fair issue; adequate remedies; alternative remedies.		

Workshop 3

4 hrs. Gen. & 1 hr. M&PD CPD

MODULE 5: ISSUES WHEN LEAVING WORK

SESSION 9	TIME	DELIVERY
Friday 7 May 2021	11:00am – 5:00pm	Online
1 GDPR in the Employment Context		
2 Transfer of Undertaking Regulations: General overview of the operations and applications of the regulations.		
3 Severance Packages: Issues and considerations arising when negotiating severance packages including tax complications.		
4 Social Media in the Workplace: Uses and abuses of social media in the workplace.		
5 Redundancy I & II: Obligations imposed; statutory rights; minimum standards; collective redundancies; employee information; consultation and contractual rights.		

4 hrs. Gen. CPD

SESSION 10	TIME	DELIVERY
Saturday 8 May 2021	10:00am – 1.00pm	Online

1 **Workshop 4**

2 hrs. Gen. & 1.5 hr. M&PD CPD

EXAM DATE: 3 JULY 2021

Please note that topics & dates may be subject to change. Draft timetable as of February 2021.

* Gen = General, M&PD = Management and Professional Development, Reg = Regulatory and eLearning = eLearning CPD credits. **CPD Note:** The number of hours of CPD that you may claim in relation to your diploma/certificate course will depend on the way in which you access each of the individual sessions. For further information please visit the course homepage on our website: www.lawsociety.ie/diplomacentre