

# DIPLOMA CENTRE

## Diploma in Employment Law



### **COURSE OVERVIEW**

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 *EU Work-Life Balance Directive*, and the *Gender Pay Gap Information Act 2021*.

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

### **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.

### **MODULES**

#### **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.

#### **Module 2: Workers and allowances**

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

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### **Module 3: Rights of the worker (Part 1)**

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

### **Module 3: Remote Working & Rights of the worker (Part 2)**

- Right to Request Remote Work Bill 2022
- Right to Disconnect
- EU Work-Life Balance Directive
- Gender Pay Gap Information Act 2021

### **Module 5 Resolutions**

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

### **Module 6: 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.

**If you are interested in applying for a future offering of the course, please subscribe to our [Interested List](#).**

**Note:** The information in this document is subject to change as course content and modules may be adapted.