

Industrial Relations | H1 Notes

This involves the relationship between employers and employees.

Reasons for Disputes

- Pay.
- Working conditions.
- Discrimination.
- Redundancy.
- Promotions.
- Demarcation – who holds what role or the duties you are to do.

Industrial Relations Act 1990

This set up the LRC.

Official Strike

An official cannot happen without union approval. They must hold a secret ballot to see if the trade union agree. They then must give the employer one week's notice. The strike must be peaceful and may include pickets. Primary picketing and secondary picketing are both legal.

Industrial Action

1. Official strike.
2. Work to rule.
3. Go slow.
4. Overtime ban.
5. Token stoppages.

Functions of the Labour Relations Commission

- Conciliation service
- Develops codes of practice

- Mediation service
- Appoints Equality Officers
- Rights Commissioner service

Functions of the Labour Court

Often called the court of last resort, disputes only enter the Labour Court if all other ways of solving the dispute have been tried and failed.

- Investigate disputes from the LRC
- Hear appeals from the Rights Commissioners
- Arbitrate disputes
- Register agreements between parties

Employment Equality Act

This act protects employees/potential employees during recruitment and employment. It is monitored by the Equality Authority and breaches are investigated by the Equality Tribunal.

Grounds That Discrimination is Outlawed On

1. Gender
2. Religion
3. Age
4. Marital status
5. Family Status
6. Disability
7. Race
8. Membership of Travelling Community
9. Sexual orientation

Unfair Dismissals Act 1997

This law helps employees from being unfairly dismissed. The burden of proof lies with the employer in cases of unfair dismissal.

Grounds of Unfair Dismissal

1. Trade union membership
2. Religion
3. If you are taking legal action against the employer
4. Race
5. Pregnancy
6. Taking leave entitled to by law e.g maternity leave.
7. Age

The Employment Appeals Tribunal

They investigate claims of unfair dismissal. If they think a dismissal was unfair, they will grant reinstatement, redeployment or compensation.