

# UNDERSTANDING AND IMPLEMENTING STATUTORY DOMESTIC VIOLENCE LEAVE: A GUIDE FOR IRISH EMPLOYERS

**F**rom Monday, 27th November 2023, a significant change in Irish employment law takes effect – the introduction of statutory domestic violence leave. This development under the Work-Life Balance and Miscellaneous Provisions Act 2023 mandates employers to offer up to five days of paid leave to employees affected by domestic violence.

This HR article prepared by the HR Team provides insight and guidance for employers through understanding and implementing this critical employment law legislation.

## The Importance of Domestic Violence Leave

This legislation is more than a legal requirement; it's a step towards building safer and more supportive workplaces. By recognising and addressing the impact of domestic violence, businesses can contribute to a more compassionate society while supporting their employees in times of personal crisis.

## What Does It Mean for Your Business?

Statutory Domestic Violence Leave mandates employers in Ireland to provide



up to five days of paid leave to employees impacted by domestic violence. This legislative change reflects a growing recognition of employers' crucial role in supporting employees through personal crises.



## Creating a Comprehensive Workplace Policy

Integrating Domestic Violence Leave into a workplace domestic violence policy is the key to effectively implementing it. Such a policy provides a clear framework for employers and colleagues in responding to these sensitive situations and ensures a consistent and supportive approach across the organisation.

## Key Elements to Consider:

### Confidentiality and Sensitivity:

Ensure that any disclosure of domestic violence is handled with utmost confidentiality and sensitivity.

### Supportive Environment:

Foster an environment where affected employees feel safe and supported in coming forward.

### Clear Procedures:

Establish clear procedures for requesting and granting leave, and ensure all staff are aware of these processes.

### Additional Resources:

Offer links to external support services and resources, enhancing the support network for affected employees.

## The Role of Employers

As an employer, your role extends beyond compliance. It's about leading with empathy and understanding, creating a workplace culture that prioritises the well-being of every employee.

**Contact HR Team today for expert advice and support on employment law, and take a decisive step towards building a safer, more compassionate workplace.**

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# THE VALUE OF HR ADVISORY IN IRELAND – NAVIGATING COMPLEXITY AND ENSURING COMPLIANCE

Human resources (HR) management is an essential component of any organisation's success. In Ireland, the complex legal landscape and rapidly evolving employment laws can make it challenging for organisations to navigate HR-related issues effectively. This is where HR advisory services come in, providing valuable guidance and support to ensure compliance with employment regulations and best practices. In this article, we will explore the value of HR advisory in Ireland and how HR Team can help your organisation navigate these complexities.

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## Understanding the Complexity of HR in Ireland

The Irish employment law landscape is highly complex, with a range of employment legislation, regulations, and codes of practice governing the employer-employee relationship. These include the Employment Equality Acts, the Organisation of Working Time Act, and the Safety, Health and Welfare at Work Act, among others.

Employers in Ireland are required to comply with these regulations, but they also need to be aware of their employees' rights and entitlements. For example, employers must ensure that they provide their employees with a safe working environment, adequate rest breaks, and appropriate pay and benefits.

Given the complexity of these laws, employers in Ireland need expert guidance to ensure they remain compliant and minimise their exposure to legal risks. This is where HR advisory services can be invaluable.

## The Value of HR Advisory in Ireland

HR advisory services provide organisations with expert guidance and support on all aspects of HR management. This includes compliance with employment law, employee relations, recruitment, performance management, and organisational development.

By working with an HR advisory service, organisations can ensure that they are compliant with employment regulations, minimise the risk of legal disputes, and improve their overall HR management practices. Furthermore, HR advisory services can help organisations develop and implement HR strategies that align with their overall business goals.

## Ensuring Compliance

One of the most significant challenges facing employers in Ireland is ensuring HR compliance. With multiple regulations and codes of practice to comply with, it can be challenging to stay on top of all the legal requirements.

HR advisory services can help organisations navigate these complexities by providing expert guidance on compliance with employment laws, regulations, and codes of practice. HR Team can also provide support with policy development and implementation, ensuring that organisations have robust HR policies in place that comply with employment regulations and best practices.

## Employee Relations and Performance Management

In addition to compliance with employment regulations, HR advisory services can also support organisations in managing employee relations and performance

management. By working with an HR advisory service, organisations can develop effective HR strategies and practices that promote positive employee relations, reduce conflict, and improve performance.

HR Team can provide support with employee relations issues such as disciplinary and grievance procedures, workplace investigations, and conflict resolution. Furthermore, our HR advisory services can help organisations develop and implement performance management systems that align with their overall business goals.

## Organisational Development

Finally, HR advisory services can also support organisations in their overall development. By working with HR consultants, organisations can develop effective HR strategies that align with their overall business objectives. HR advisory services can also support organisations in developing and implementing change management strategies and managing HR-related projects.

If you're interested in learning more about how HR Team can help your organisation navigate the complexities of HR in Ireland, please do not hesitate to get in touch. Our experienced team of HR consultants is ready to support your organisation's HR needs and provide the guidance and support required to achieve compliance and drive success.

Don't let the complexity of HR management hold your organisation back. Contact HR Team today to learn more about our full range of HR advisory services and how we can help your organisation achieve its goals.

# MARTINA'S EMPLOYMENT LAW FACTS



## THE WORK LIFE BALANCE AND MISCELLANEOUS PROVISIONS ACT 2023

All employers should be ready for the The Work Life Balance and Miscellaneous Provisions Act 2023. Parts of this legislation are already effective. The key points of this legislation are outlined below:



- 5 days unpaid leave for medical care purposes for parents of children under 12, and carers. This is already effective.
- 5 days paid leave for victims of domestic violence. This is effective from 27th November 2023.
- The WLB Act will extend the period during with there is an entitlement to breastfeeding breaks from 26 weeks to 104 weeks. The Act also provides for the extension of maternity leave entitlements to transgender men. This is already in effect.
- The right to request flexible working for parents and carers. This is not in effect, but is expected in the coming months.
- The right to request remote working for all employees. This is not in effect, but is expected in the coming months.

## NEW EMPLOYMENT LAW UPDATES

Employers in the Republic of Ireland are advised to update pay rates in accordance with the statutory minimum wage increase and changes to Statutory Sick Pay, effective January 1st, 2024.

The key adjustments include:

- Statutory Sick Pay will now cover a period of 5 days, up from the previous 3 days.
- The statutory minimum wage is set to rise from €11.30 to €12.70.

HR Team emphasises the importance of promptly implementing these changes within payroll departments. It is crucial for employers to be informed about the upcoming minimum wage increase. HR Team strongly encourages all employers to take the necessary steps to adjust employee salaries and wages, ensuring compliance with employment legislation and mitigating potential risks. For additional information or advice on employment legislation, please reach out to the HR Team.

## BREDA'S EMPLOYMENT LAW TIPS

Employers should be getting ready for 2024, in both the UK and Ireland there has been a significant amount of new legislation introduced in 2023 and expected in 2024. In order to ensure they are compliant employers should:

- > Review existing policies to ensure they are compliant
- > Draft and introduce new policies to reflect the introduction of new legislation
- > Be prepared for the increases to the minimum wage
- > Be prepared for questions from employees who earn above the minimum wage requesting that their wage is also increased



# HR DOCS SOFTWARE DELIVERS 'COMPLIANCE AT A CLICK'

Employers can now ensure employment law compliance more efficiently and cost-effectively than ever before, thanks to new HR software [hrdocsonline.com](https://hrdocsonline.com).

**HR** Docs is a full library of template documents created by experts at leading UK and Ireland human resources and employment law consultancy, HR Team.

[hrdocsonline.com](https://hrdocsonline.com) makes human resources best practice easy and affordable by providing instant access for employers to all the professional HR template documentation they'll ever need to achieve employment law compliance in NI, GB or the ROI.

Users of the software can quickly download template letters, policies, scripts, expert explainer guides, and more to handle any given workplace scenario.

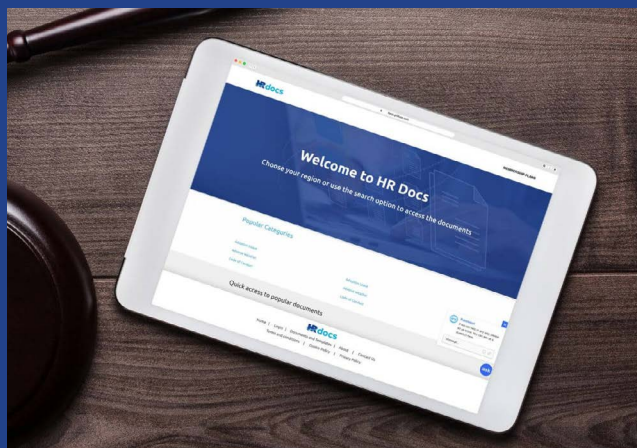
Once the templates are downloaded, staff and organisational details can

be easily added so that employers are assured they are creating professional and fully compliant documents without the need for immediate HR consultancy or additional expert advice.

Martina McAuley, HR Team Director, says [hrdocsonline.com](https://hrdocsonline.com) is designed to drive efficiency in HR management for employers and managers in organisations of all sizes by allowing them "to act quickly and compliantly" when dealing with employee issues.

"HR Docs software has automated the process of day to day HR management by allowing employers and managers to simply login, and instantly locate and download template letters, policies, scripts, and much more, when they need them.

"The full library of template documents has been meticulously compiled



**"The library is constantly updated to ensure it contains only the most up-to-date and legally watertight documentation."**

by highly experienced employment law and HR professionals at HR Team. The library is constantly updated to ensure it contains only the most up-to-date and legally watertight documentation. This will not only save only time and money for employers, but also provide peace of mind that any documentation issued to employees is protecting their organisation against costly tribunals."

Ms McAuley revealed that [hrdocsonline.com](https://hrdocsonline.com) is the first of two human resources software tools to be launched by HR Team,

which has its headquarters in Derry- Londonderry.

"We are currently in the final testing phase of HR Leave Hub, a comprehensive leave management tool designed to make managing leave super simple for employers. Many of our clients are very excited about this new software which we plan to launch in early 2023."

[Hrdocsonline.com](https://hrdocsonline.com) offers a 'Try Before You Buy' option by providing access to your first 5 documents absolutely free. For more information visit [hrdocsonline.com](https://hrdocsonline.com).





If you require further information, please do not hesitate to contact HR Team.

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