

**APPLICATION TO RIGHTS COMMISSIONER**

**THE PROTECTION OF YOUNG PERSONS (EMPLOYMENT) ACT, 1996**

**(PLEASE USE BLOCK CAPITALS)**

**EMPLOYEE'S DETAILS**

**COMPANY/EMPLOYER'S DETAILS**  
**(Full legal name: if in doubt consult your P45/P60)**

**Name:** \_\_\_\_\_

**Name:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Address:** \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**Tel:** \_\_\_\_\_

**Tel:** \_\_\_\_\_

**E-Mail:** \_\_\_\_\_

**E-Mail:** \_\_\_\_\_

**Job Title:** \_\_\_\_\_

**N.B.: IS YOUR EMPLOYER AWARE THAT YOU ARE BRINGING THIS DISPUTE TO A RIGHTS COMMISSIONER? YES\_\_ NO\_\_**

**Name and Address of your Representative (if any):**

\_\_\_\_\_  
\_\_\_\_\_

**I WISH TO MAKE A COMPLAINT TO A RIGHTS COMMISSIONER THAT MY EMPLOYER CONTRAVENED THE ABOVE ACT IN RELATION TO A OR B BELOW.**  
**(please complete appropriate section)**

**(A) SECTION 13: Preservation of Existing Rates of Pay and Conditions**

**IN WHAT WAY HAS YOUR EMPLOYER BEEN IN BREACH OF THIS SECTION?**

\_\_\_\_\_  
\_\_\_\_\_

**(B) SECTION 17: Refusal to Co-operate with the Employer in breaching the Act**

**IN WHAT WAY HAS YOUR EMPLOYER BEEN IN BREACH OF THIS SECTION?**

\_\_\_\_\_  
\_\_\_\_\_

**EMPLOYEES SIGNATURE:** \_\_\_\_\_

**DATE:** \_\_\_\_/\_\_\_\_/\_\_\_\_

**PLEASE NOTE THAT A COPY OF THIS FORM WILL BE FORWARDED TO YOUR EMPLOYER.**

## **COMPLAINTS TO THE RIGHTS COMMISSIONER UNDER THE PROTECTION OF YOUNG PERSONS (EMPLOYMENT) ACT, 1996**

### **TIME LIMIT FOR COMPLAINTS**

A complaint may be brought by the parent or guardian of a child, or by a young person within 6 months beginning on the date of the offence. A Rights Commissioner may extend this period up to 12 months in exceptional circumstances.

### **Section 13**

Where, in order to comply with the provisions of this Act, the hours of work prevailing immediately before the commencement of this Act in regard to all employees or any particular form of work are reduced or are otherwise altered, the following provisions shall have effect, that is to say -

(a) the rate of salary, wages or other reward payable to any such employee immediately before the commencement of this Act and the repeal of the Protection of Young Persons (Employment) Act, 1977, in regard to normal working hours (within the meaning of section 7 of that Act) shall not be reduced or be otherwise altered to the detriment of such employee merely because of the said reduction or alteration in the hours of work of such employee;

(b) the said reduction or alteration of hours shall not terminate or prejudicially affect the contract of service under which such employee is so employed immediately before the commencement of this Act, and every such contract shall continue in force after such commencement with such modifications only as may be necessary in order to comply with this Act;

(c) every agreement which is in force immediately before the commencement of this Act and regulates or restricts the rate of salary, wages or other reward payable to any such employee shall continue in force after such commencement notwithstanding the said reduction or alteration of hours of work but with the modification that every rate of salary, wages or other reward which is fixed by such agreement and every restriction on any rate of salary, wages or other reward contained in such agreement shall remain unchanged in amount;

(d) every minimum rate of salary, wage or other reward fixed by statute or under statutory authority which is in force immediately before the commencement of this Act shall, if and so far as it is applicable to any such employee, continue after such commencement in force and unchanged in amount notwithstanding the said reduction or alteration of hours of work.

### **Section 17**

An employer shall not penalise any employee for having good faith opposed by unlawful means an act which is unlawful under this Act.