



Labour Relations Commission Codes of Practice



Codes of Practice



Under the Industrial Relations Act 1990 the Labour Relations Commission develops draft Codes of Practice for submission to the Minister for Enterprise, Trade and Employment. The Codes of Practice that are developed by the Advisory Services Division are instruments drafted and put in place by Government to outline recommended practice in certain contexts. While not having force of law, they can be taken into account in the course of proceeding before the Labour Court, the Employment appeals Tribunal and the Equality Tribunal touching on relevant issues.

To date, eight Codes of Practice have been developed as detailed below. The full text of these are available on the Labour Relations Commission website at www.lrc.ie (under “Our Publications - Codes of Good Practice”).

Code of Practice on Dispute Procedures, including Procedures in Essential Services

This Code of Practice provides a framework for the peaceful resolution of disputes, including disputes in essential services. The Code also provides general guidance to employers and trade unions on the arrangements that are necessary to ensure minimum cover or service where disputes which give rise to stoppages of work could have serious and adverse consequences for the community or the undertaking concerned and its employees.

Enhanced Code of Practice on Voluntary Dispute Resolution

The major objective of the Enhanced Code is to provide an improved framework that has the full support of all the parties for the processing of disputes arising in situations where negotiating arrangements are not in place and where collective bargaining fails to take place.

Code of Practice on Victimisation

The purpose of this Code of Practice is to outline, for the guidance of employers, employees and trade unions, the different types of practice, which would constitute victimisation arising from an employee’s membership or activity on behalf of a trade union or a manager discharging his or her managerial functions, or other employees.

Code of Practice on Grievance and Disciplinary Procedures

This Code of Practice contains general guidelines on the application of grievance and disciplinary procedures and the promotion of best practice in giving effect to such procedures. While the Code outlines the principles of fair procedures for employers and employees generally, it is of particular relevance to situations of individual representation.

Code of Practice on Duties and Responsibilities of Employee Representatives and the Protection and Facilities to be Afforded them by their Employer

The main purpose of this Code of Practice is to set out for the guidance of employers, employees and trade unions the duties and responsibilities of employee representatives (frequently referred to in trade union rule books and employer/trade union agreements as shop stewards) and the protection and facilities which should be afforded them in order to enable them to carry out their duties in an effective and constructive manner.

Code of Practice Detailing Procedures for Addressing Bullying in the Workplace

The main purpose of this Code of Practice is to set out, for the guidance of employers, employees and their representatives, effective procedures for addressing allegations of workplace bullying. The Code sets out both an informal and formal procedure.

Code of Practice on Compensatory Rest Periods

This Code is designed to assist employers, employees and their representatives in observing the Organisation of Working Time Act 1997 as regards compensatory rest. It gives guidance, in particular, on arrangements that may be put in place to comply with the compensatory rest provisions, which apply where, because of exemptions or collective agreements or emergencies or unforeseeable circumstances, employees cannot avail themselves of the rest or break periods provided for in sections 11, 12 or 13 of the Act.

Code of Practice on Sunday Working in the Retail Trade

This Code is designed to assist employers, employees and their representatives in observing the Organisation of Working Time Act 1997 as regards Sunday working in the retail trade. It gives guidance, in particular, on arrangements that may be put in place to comply with the supplemental provisions of Section 14 of the Act.

