

# WRRC

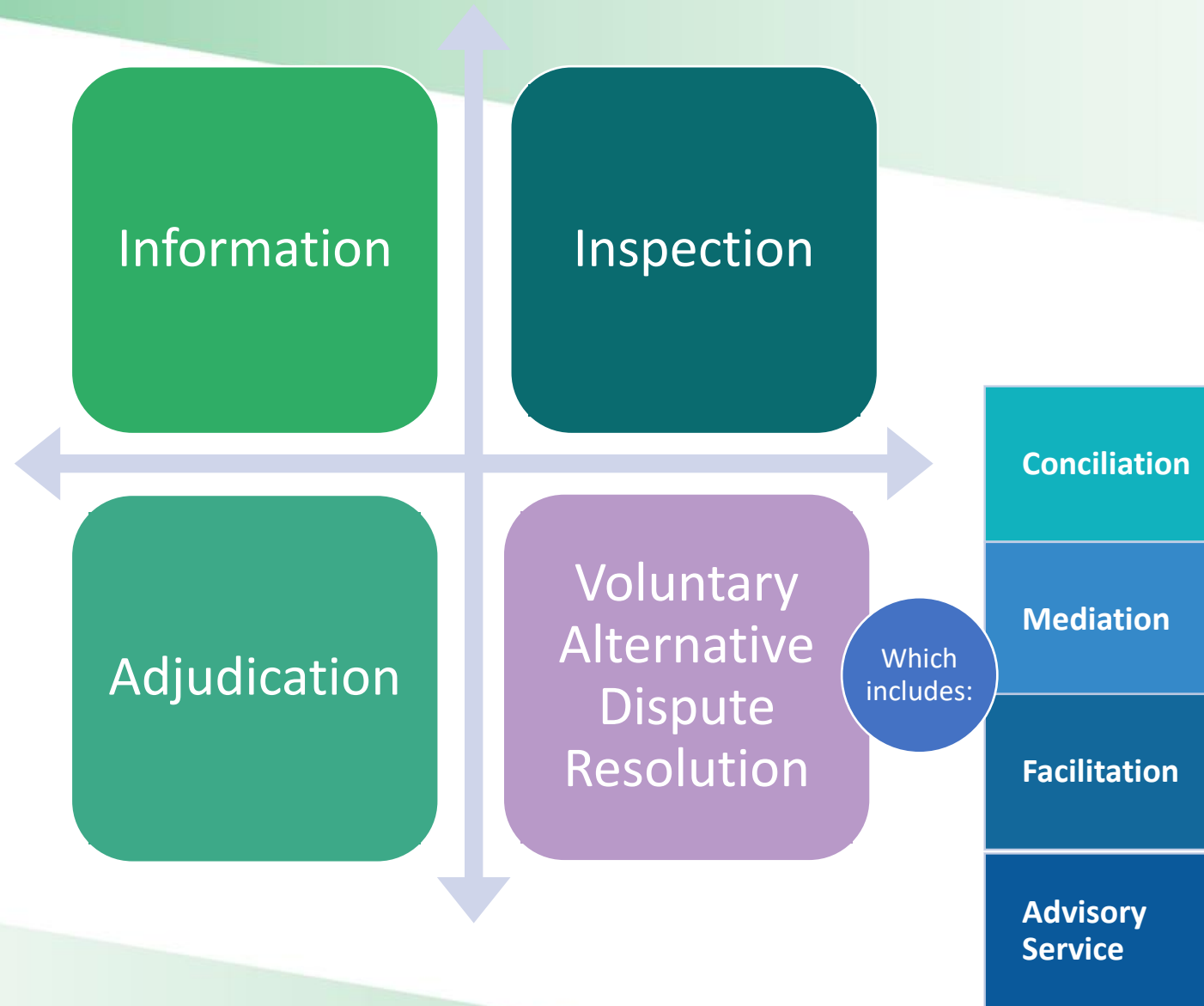
An Coimisiún um Chaidreamh san Áit Oibre  
Workplace Relations Commission

## Labour Inspection in Ireland

John Kelly

# Workplace Relations Commission

Est. 2015



# WRC

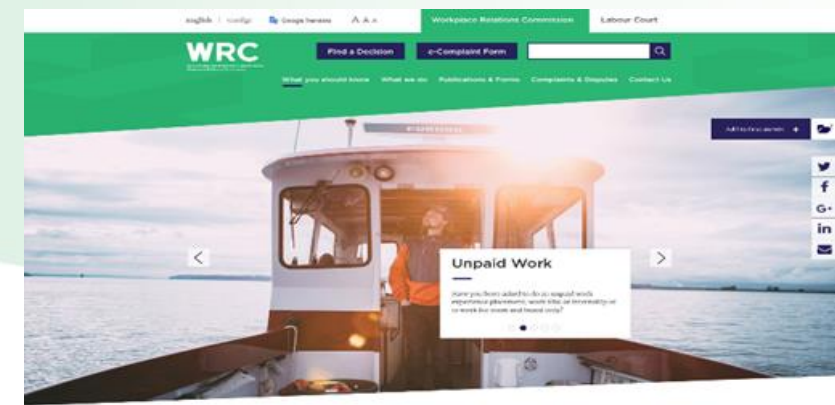
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# Information and Customer Service

- Telephone Information (53,000 2020)
- Information booklets and leaflets (Guide to Work)
- Website
- Seminars, job fairs, exhibitions, ...
- Updates on status of complaints and disputes

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## Popular Topics

Unpaid Work

Have you been asked to do an unpaid work experience placement, work for an employer or to work for free and beyond this?

Popular Topics

- Lorem ipsum dolor sit amet, consectetur adipiscing elit
- Lorem ipsum dolor sit amet, consectetur adipiscing elit
- Lorem ipsum dolor sit amet, consectetur adipiscing elit

## Twitter Feed

Dear BE! @Bereanion

Dear BE! @Bereanion

## News

Labour Court Decisions & Determinations to 19/06/2018

Getting to Workplace Relations Commission (WRC) and the Labour Court in Lansdowne House.

GDPR & Employment Records



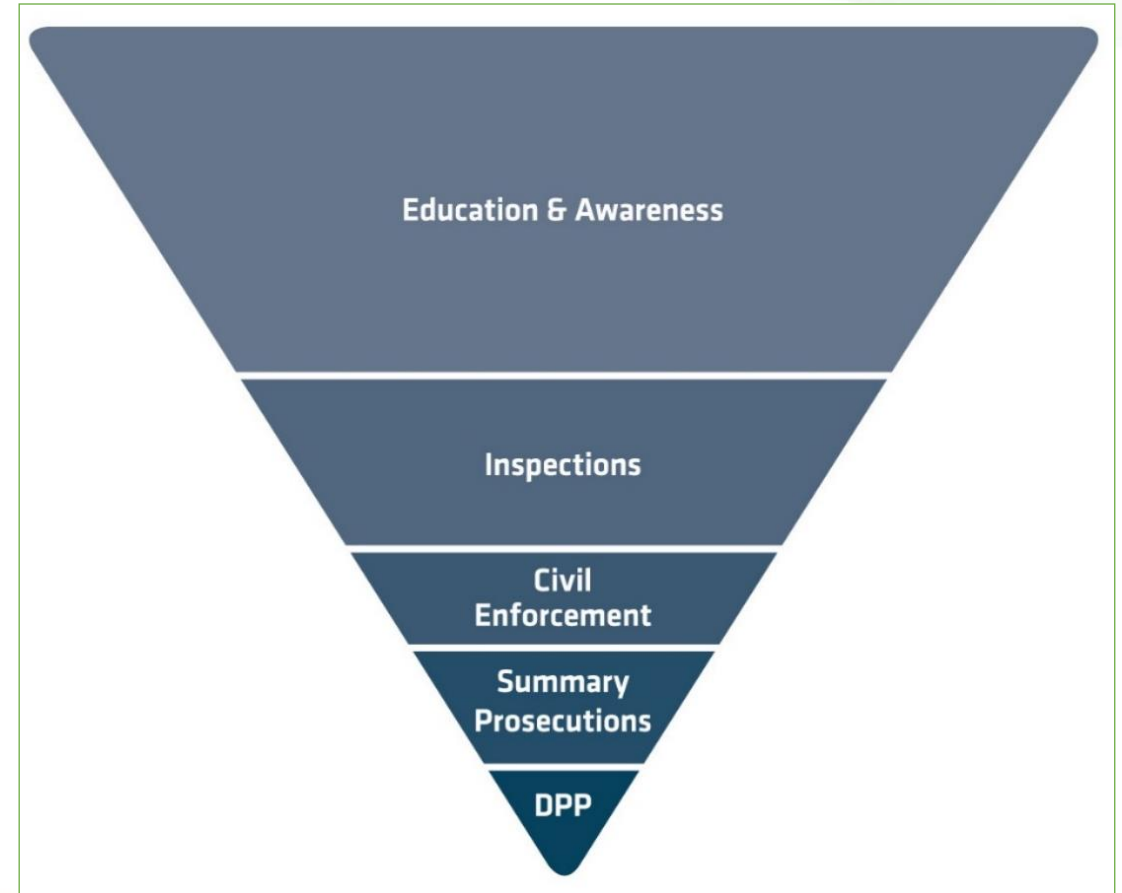
# Inspection & Enforcement

## Compliance with the Law:

Minimum Wage, Hours of Work (e.g. EWTD Compliance), Terms and Conditions, etc.



- Inform and Educate
- Inspect/Monitor
- Enforce/Prosecute
- Protect Employees and Employers



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# Inspectorate

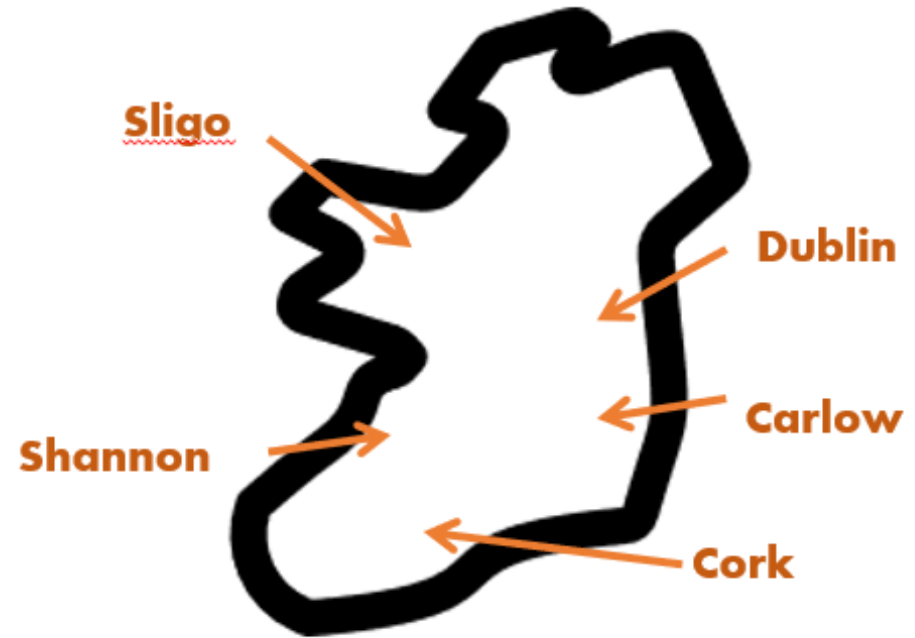
## 5 Regional centres

- Dublin
- Shannon
- Carlow
- Cork
- Sligo

Inspectors accredited training in employment law (N.C.I.)

Night work a key element of inspection strategy

Authorised Officers under Employment Permits Acts



# Legal Basis of Inspections

## Legislation

- Workplace Relations Act 2015
- National Minimum Wage Act 2000
- Payment of Wages Act 1991
- Organisation of Working Time Act 1997
- Protection of Young Persons (Employment) Act 1996
- Employment Permits Acts

## Powers

- Entry
- View, take/copy records
- interview persons
- Exchange information
- Offence to obstruct/mislead  
Inspector

# Conducting Inspections

- Compliance Model
- Appointment letter or Unannounced
- Produce warrant
- Inspector will interview employer & staff and examine records
- Interview under caution
- Letter outlining issues will issue days]



# Inspection Outcomes

- If breaches are resolved file will be closed
- If unresolved the following may happen:
  - Prosecution - 81 in 2020
  - Compliance Notice - 41 in 2020
  - Fixed Penalty Notice – 8 in 2020





# Employment Permits Enforcement

- Authorised Officers Employment Permits Act 2006
- Employment Permit compliance checked as part of all Inspections
- Unannounced work at night



# Inspections 2020



## 7,687 Inspections

- 5,200 unannounced
- €1.7M wages recovered
- 117,000 employees

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# Joint Inspections

- 147 in 2020
- An Garda Síochána (Police) - employment permits, THB
- Department of Social Protection - Undeclared Work
- Revenue (Irish Tax Authority) – Undeclared Work

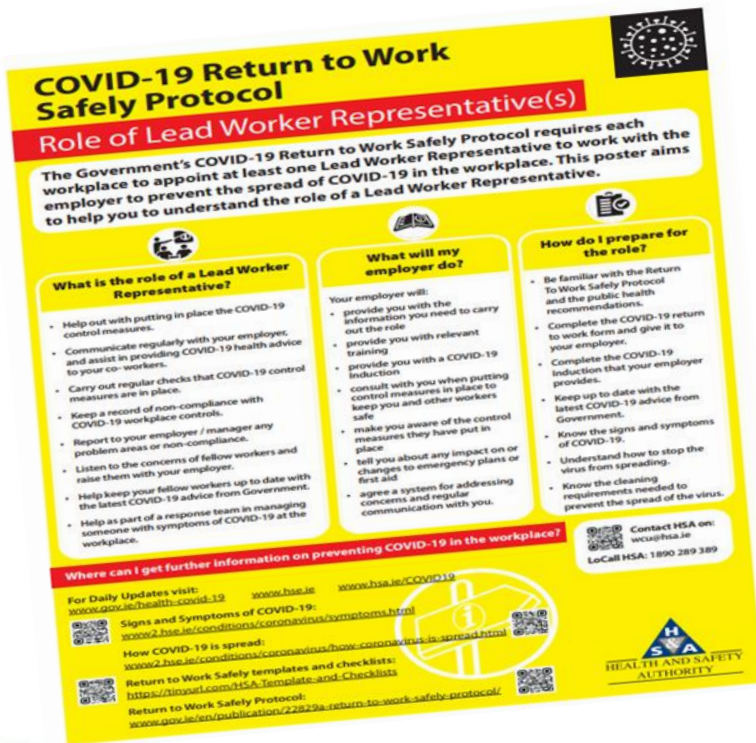
# Sharing Information

- Statutory information sharing with Revenue, Garda and Department Social Protection
- Information sharing where offences are involved with Official bodies
- Administrative co-operation internationally

# Other Workplace Enforcement Bodies

- Road Safety Authority - Working Time Transport
- Health and Safety Authority - OSH
- Private Security Authority - Security Sector
- Irish Aviation Authority – Working Time Air Industry
- Marine Surveyors – Working Time Marine Sector

# COVID



## • WRC Inspections and the State response to COVID pandemic

- All inspectors trained in Return to Work Protocol regulations
- Hybrid inspections – COVID & Employment law
- 5,200 hybrid inspections completed in 2020

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[www.workplacerelations.ie](http://www.workplacerelations.ie)

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