



***In conjunction with CPA Ireland***



Welcome to Adare Human Resource Managements July 2017 edition of our monthly HR and Employment Law Newsletter in Conjunction with CPA Ireland

Established in 2003, Adare Human Resource Management are Ireland's leading expert and provider of Employment Law, Industrial Relations (IR), Human Resource Management (HRM) and Health and Safety Services.

## TOPIC - Data Protection and How to Prepare for GDPR

The Data Protection Acts, 1988 – 2003, set out the principles of data protection, which establish requirements in relation to the holding, use and disclosure of personal data. The Acts apply to all data controllers, which includes any person or corporate entity who/which stores or processes personal information relating to any living person. As such, the Data Protection Acts will apply to any person or Organisation which processes personal information related to an Employee (current or past) or applicant for employment.

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## CASE LAW - Cases Reviewed Under The WRC

In this month's newsletter the team at Adare Human Resource Management consider in detail a number of cases as adjudicated under the Workplace Relations Commission.

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## HELP DESK - Fixed Term Contracts - What Employers need to know

A fixed term contract is a contract which is put in place for a temporary period and has a definite duration or purpose. It must specify the objective condition which brings the contract to a natural end. This may be a specified date, the completion of a specific task, or the occurrence of a specific event. Once this objective condition is satisfied, the natural expiry of the contract occurs.

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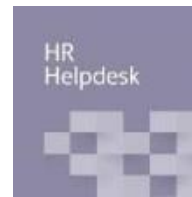
## Has the Supreme Court Decision in Ruffley Established a Higher Threshold for Bullying

The Court of Appeal has overturned the decision of the High Court in Ruffley v Board of Management of St Anne's School by a two to one majority in what is understood to be the first substantive judgement of the Court of Appeal in a claim for personal injuries arising from work related stress.

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## VACANCY - HR and Employment Law Consultant

At Adare Human Resource Management we look for individuals with these qualities to add value to our team and to our clients businesses. As part of our continued expansion, we are looking to recruit a HR / Employment Law Consultant to join our management team and work closely with both the consultancy team and our clients in both Strategic and Operational HR and Employment Law areas. To apply, please email in strictest confidence your C.V. and cover letter to: Derek McKay, Managing Director on (01) 561 3594 or email [dmckay@adarehrm.ie](mailto:dmckay@adarehrm.ie)



## Adare Human Resource Management - Our Services

### **Employment Law and HR Support Services**

With our wealth of Employment Law, IR and HRM experience and with the requirement among Organisations for more long term HR management relationships, our Partnership Programme provides the solution for Organisations. From compliance with your contracts of employment and employee policies and procedures, industrial relations disputes through to legal representation at third parties, our Partnership Programme provides you with the advice and support your Organisation requires.

Click [here](#) for further information on our Employment Law and HR Support Services

### **Human Resource Management Consultancy Services**

At Adare Human Resource Management, our HR consulting services help leading Organisations across key sectors throughout Ireland manage the complex HR challenges they face. We provide a range of HR consulting services that are not only solution focused, but are proactive to ensure we consistently deliver upon the needs of your Organisation.

Click [here](#) for further information on our HR Management and Consultancy Services

### **Health and Safety Services**

Our Health and Safety Consultancy Services assist Organisations through carrying out a risk assessment to identify hazards, development and implementation of a customised Health and Safety Statement and delivery of training. Organisations will have access to timely telephone, email and face to face advice and support as required on any Health and Safety related issues.

Click [here](#) for further information on our Health and Safety Services

**Our new instructional Linea video guides users on how to get the best from this resource. Watch it [here](#).**





## **BECOME A LINEA MEMBER TODAY**

Linea is the most comprehensive, up to date online resource available for HR practitioners, owner managers, accountants and those tasked with responsibility for people management.

Linea gives members exclusive access to the most up to date information, policies, forms, letters and cases in all areas of Employment Law, Human Resource Management and Health and Safety as developed by our team of expert consultants. These resources allow members to follow best practice in all HR related matters and develop their overall HR knowledge.

## **LINEA MEMBERSHIP BENEFITS**

Members enjoy:

- Comprehensive guidance on all aspects of Employment Law – information on all key pieces of Employment Legislation and regulations affecting your Organisation.
- Access to an extensive list of HR best practice toolkits, templates, company policies, forms, letters, checklists and employment related calculators.
- Full access to a broad range of content topics, from recruitment to retirement, all compiled by our expert team of consultants.
- Networking opportunities through the Members Forum and regular updates on seminars and HR news through our newsletters.