



THE LABOUR COURT
An Chúirt Oibreachais

Labour Court Privacy Statement

Privacy and the General Data Protection Regulation (GDPR)

The Labour Court fully respects your right to privacy, and will not collect any personal information about you on this website without your clear permission. Any personal information which you provide to the Labour Court will be treated with the highest standards of security and confidentiality, strictly in accordance with the Data Protection Acts 1988-2018 and the General Data Protection Regulation (GDPR). The [General Data Protection Regulation](#) (GDPR) (EU) [2016/679](#) is a regulation on data protection and privacy for all individuals within the European Union. It came into force across the European Union on **25 May 2018**. It replaces the previous [data protection directive](#) which has been in force since 1995 and forms the basis of our new Data Protection Irish laws (Data Protection Acts 1988-2018).

Collection and use of personal information

The Labour Court does not collect any personal data about you on this website, apart from information which you volunteer (for example by e-mailing us). Any personal information which you provide in this way is not made available to any third parties, save as required by law, and is used by the Labour Court only in line with the purpose for which you provided it. You should also note that any personal information which you provide to us by way of completing an application form or provide in another format for any of the services we administer will only be used by us for the purpose(s) for which you provided it.

Sharing personal information

The Labour Court may share your personal data with other parties as part of its statutory function but only in circumstances where it is lawful to do so. For example, if you submit an appeal to the Labour Court, any information you send to the Labour Court will be copied to the other party. Your personal data will also be shared by the Labour Court in the following circumstances.

Your Representatives

Where you have submitted an appeal and you nominate a representative (such as a trade union, a legal representative or any other person acting for you) your representative will be sent the documentation from the other party to the appeal. This documentation will contain any personal data you have already provided to the Labour Court.

Our People

To carry out its function, the Labour Court may need to share your personal data internally, for example, the Secretariat may exchange appeal details with the Court or a division of the Court or with the Court Registrar. Your personal data will only be shared where there is a lawful basis for the processing.

Our Website

Decisions of the Labour Court, including the names of the parties are published on this website. The Court's list of cases for public hearing including the names of the parties is also published on this website. This is done in compliance with the Court's statutory function to conduct proceedings in public.

Government Departments, Bodies or Agencies

The Labour Court is obligated by law to share certain personal data with other State bodies. Recipients of these data may include Government Departments (e.g. the Department of Employment Affairs and Social Protection) or other Agencies (e.g. the Revenue Commissioners) in accordance with section 8(12) of the Unfair Dismissals Acts 1977-2015. Personal data will only be shared in compliance with the relevant legislation.

Collection and use of technical information

Technical details in connection with visits to this website are logged by our internet service provider for statistical purposes. No information is collected that could be used by us to identify website visitors. The technical details logged are confined to the following items:

- the IP address of the visitor's web server
- the top-level domain name used (for example .ie, .com, .org, .net)
- clickstream data which shows the traffic of visitors around this web site (for example pages accessed and documents downloaded)
- the type of web browser used by the website visitor.
- the version of the operating system used by the visitor

The Labour Court will make no attempt to identify individual visitors, or to associate the technical details listed above with any individual. It is the policy of the Labour Court never to disclose such technical information in respect of individual website visitors to any third party (apart from our internet service provider, which records such data on our behalf and which is bound by confidentiality provisions in this regard), unless obliged to disclose such information by a rule of law. The technical information will be used only by the Labour Court, and only for statistical and other administrative purposes. You should note that technical details, which we cannot associate with any identifiable individual, do not constitute "personal data" for the purposes of the Data Protection Acts 1988-2018.

Cookies

Cookies are small text files which are downloaded to your computer or mobile device when you visit a website or application. Your web browser (such as Internet Explorer, Mozilla Firefox or Google Chrome) then sends these cookies back to the website or application on each subsequent visit so that they can recognise you and remember things like user preferences.

By continuing to use our website without changing the settings, you are agreeing to our use of cookies.

Types of cookies we use and why:

Cookie	Name	Purpose	More information
Google Analytics	_utma _utmb _utmc _utmz	These cookies are used to collect information about how visitors use our site. We use the information to compile reports and to help us improve the site. The cookies collect information in an anonymous form, including the number of visitors to the site, where visitors have come to the site from and the pages they visited.	Click here for an overview of privacy at Google
Online form session cookie	ASP.NET_SessionId	This cookie is created when a user connects to an ASP.NET application and will expire when the user closes their browser. This cookie is essential for use of forms on our site to store the session id of the user's current session.	Visit the Microsoft website

Cookie	Name	Purpose	More information
Accessibility / contrast stylesheets	csssps	This cookie is used to remember which accessibility/contrast/standard style sheet the user prefers. The website checks this cookie when the page loads up and displays the page using which stylesheet the user last used	
Twitter Feed Cookies	External_referrer k original_referrer _twitter_sess	These cookies are via the twitter importer used on the homepage template. These are all sourced from twitter.com	Visit Twitter API website

Managing cookies in your browser

Most browsers will allow you to see what cookies you have got and delete them on an individual basis, block third party cookies, block cookies from particular sites, block all cookies from being set and delete all cookies when you close your browser. **To find out how to block cookies, see the 'Help' menu on your browser.** Please note that if you turn off cookies or change your settings, some features may not work correctly. You should also be aware that any preferences will be lost if you delete cookies.

Usage of Google Analytics

This website uses Google Analytics, a web analytics service provided by Google, Inc. ("Google"). Google Analytics uses "cookies", which are text files placed on your computer, to help the website analyze how users use the site. The information generated by the cookie about your use of the website (including your IP address) will be transmitted to and stored by Google on servers in the United States. Google will use this information for the purpose of evaluating your use of the website, compiling reports on website activity for website operators and providing other services relating to website activity and internet usage. Google may also transfer this information to third parties where required to do so by law, or where such third parties process the information on Google's behalf. Google will not associate your IP address with any other data held by Google. You may refuse the use of cookies by selecting the appropriate settings on your browser, however please note that if you do this you may not be able to use the full functionality of this website. By using this website, you consent to the processing of data about you by Google in the manner and for the purposes set out above.

Changes to our Privacy Statement

If in the future we make any changes to our privacy statement, the latest version of our statement will be posted on our website. If you would like further information about this privacy statement, please contact us by e-mail to: info@labourcourt.ie or by post to: Data Protection, The Labour Court, Lansdowne House, Lansdowne Road, Dublin 4.

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