The Labour Court Annual Report 2024

Presented to the Minister for Enterprise, Trade and Employment under Section 23(1) of the Industrial Relations Act 1946

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The Labour Court in Numbers (2024)

1119

Appeals/Referrals

1385 Hearings Scheduled

820

Cases Completed

10 Members

Admin Staff

22 (21.2wte)

€3.538 million spend

12 Hearings in the Virtual Courtroom, 45 Hearings in the Hybrid Courtroom

Chairman's Foreword

The Labour Court's mission remains:

"To provide high quality, fair and impartial arrangements for the resolution of industrial disputes and the determination of appeals in disputes based on employment law."

The Court continued throughout 2024 to implement its Strategic Plan for 2022-2024 in support of this mission. The detail of the plan can be viewed at www.labourcourt.ie.

The Court's activities in 2024

There were 1119 appeals and referrals received by the Court in 2024, a 2% decrease from the number received in 2024, which was 1141. Of the 1119 received in 2024, 885 (79%) were employment rights related appeals and 234 (21%) were industrial relations appeals and referrals. This pattern of referral – employment rights versus industrial relations - represents a continuation of a trend observed following the passing of the Workplace Relations Act, 2015. All of the matters involving appeals of decisions of Adjudication Officers in employment law concerned individual disputes whereas industrial relations referrals commonly involve disputes between groups of workers and their employer.

The Court scheduled 1,385 hearings in 2024, which included hearings of appeals received in 2024 and previous years as well as those rescheduled following postponements or adjournment of the first scheduled hearing. This compared to 1,513 hearings scheduled in 2023.

A total of 276 appeals to the Court were withdrawn in 2024, which was a decrease of 63% on the number withdrawn in 2023 (753). Of the 276 withdrawn in 2024, 133 were withdrawn after the parties had been allocated a hearing date. There were 311 requests for postponement of scheduled hearings, up from 297 in 2023. In 2024, the Court issued 507 recommendations/determinations/decisions. In addition, the Court investigated 26 appeals/referrals that were ultimately settled prior to the issue of a decision.

The pattern of demand from parties for postponements and adjournment of scheduled hearings taken together with the pattern of withdrawal of appeals immediately prior to the date and time of a scheduled hearing poses considerable challenge to the efforts of the Court to make a hearing available to parties as soon as possible after referral or appeal. The irrecoverable loss of Court hearing time as a result of withdrawal at short notice of an appeal is a particularly expensive disruptor of the Court programme.

It is the Court's experience that a significant proportion of requests for postponement of scheduled hearings comes not from availability of the disputing parties themselves but from their representatives seeking to have the Court's programme amended and adjusted by reference to the schedule of work or programme of other activities of the representative. Any such postponement of a scheduled hearing commonly results in considerable delay in having the parties' referral / appeal heard and finalised.

The number of hearings held in the Virtual Courtroom in 2024 was 12, while 45 cases were heard using the Hybrid Courtroom facility, which allows parties or witnesses who could not attend a hearing in person to join it using technology. This technology has allowed hearings to take place which otherwise would have been delayed.

Changes in Court Membership during 2024

Mr Peter Murphy, employer representative member, retired in February 2024, following the expiry of his term of office. Peter had held the position of employer representative member since his appointment in September 2005

Ms Linda Tanham retired as worker representative member in August 2024 on the expiry of her term of office, having served on the Court for 13 years.

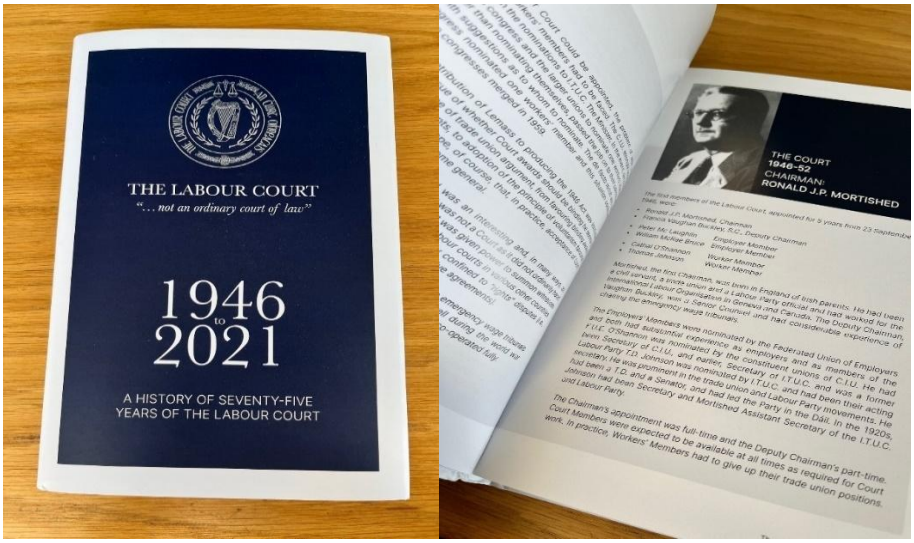
Ms Jacqueline Kelly retired from her position as the Court's Registrar at the end of 2024, after almost seven years service.

Teresa Hannick assumed the role as a worker representative on October 1st 2024, replacing Linda Tanham.

Subject to review, the Court will continue to operate with three Divisions rather than four for the time being. Replacement of the fourth Division will be undertaken if required to ensure that the Court continues to be adequately resourced to discharge its statutory functions without unreasonable delay arising in the disposal of appeals and referrals.

Publication of the History of the Labour Court

In June 2024, a history of the Court which was commissioned during its 75th anniversary year, was published. This new edition, which expands upon the fiftieth anniversary history compiled in 1996 by Ian Finlay, adds a consideration of the years 1996 to 2021, authored by Andy Prendergast and Colman Higgins.



Acknowledgement

I would like to acknowledge the continued dedication of the Members and staff of the Labour Court during 2024. The priority for members and staff has continued to be the delivery of excellent public service.

I wish to acknowledge the support provided to me and to the Court by the Head of Administration, Mr Robert Furlong, throughout the year. Mr Furlong replaced Ms Bernie Byrne during the summer of 2024, and under his management, the Administration team has continued to support the smooth operation of the Court during 2024.

The support provided to the Court by the Department of Enterprise, Trade and Employment is fundamental to the delivery of the statutory functions of the Court. The Court's relations with the Department have remained unfailingly constructive. I would like to thank the Secretary General of the Department, Declan Hughes, for the provision of that essential support, and also to thank Dermot Mulligan, Assistant Secretary General in the Workplace Regulation and Economic Migration (WREM) division for his support throughout the year. Finally, I would like particularly to acknowledge the essential and always effective support provided by Maedhbh Cronin, Principal Officer and her team in the WREM division of the Department.

Kevin Foley
Chairman

Chapter 1 - Functions of the Labour Court

1.1 General introduction

The Labour Court was established by the Industrial Relations Act 1946 with functions designed to assist in the resolution of industrial relations issues. The responsibilities and role of the Court have been considerably enhanced over the years as a consequence of the increase in national and European employment legislation, including the enactment of the Workplace Relations Act 2015, which provides that the Labour Court now has sole appellate jurisdiction in all disputes arising under employment rights' enactments.

The role of the Court can be broadly divided between its industrial relations work (those issues coming to the Court under the provisions of the Industrial Relations Acts), and its employment rights work (those cases / appeals referred to it under any of the Employment Rights statutes).

Mission Statement of the Labour Court
To provide high quality, fair and impartial arrangements for the resolution of industrial relations disputes and the determination of appeals in disputes based on employment law.

1.2 Industrial Relations

The involvement of the Labour Court in the industrial relations area is provided for by the Industrial Relations Acts, 1946 to 2015 and includes:

Investigation of Industrial Relations Disputes

A large proportion of the industrial relations disputes coming to the Court for investigation will already have been the subject of efforts to achieve an agreed resolution by way of conciliation by the Workplace Relations Commission (WRC). A dispute is 'referred' to the Court when both parties request the Court to investigate the dispute. When that request is made the Court will hold a hearing, following which it may, and usually does, issue a 'Recommendation' setting out the Court's opinion, based on the merits of the dispute, as to how the dispute should be resolved. The recommendation is not binding on the parties, but parties are expected to give serious and proper consideration to the recommendation which they had earlier sought, of the Labour Court as the '*industrial relations Court of last resort*'.

As an alternative to proceeding through conciliation with the WRC, disputes may, in accordance with section 20 of the industrial Relations Act 1969, be referred directly to the Court by one or both parties with an undertaking given to the Court in advance by the referring party to accept the Court's recommendation in the matter.

There are special provisions under the Industrial Relations (Amendment) Act 2001 to 2015 relating to disputes where negotiating arrangements are not in place within the employment. In such a matter, the Court is empowered to issue a recommendation following its investigation, and, if the terms of the recommendation are not complied with, to issue an enforceable 'Determination' on request.

Appeals of Adjudication Officer's Recommendations

An industrial relations dispute involving one worker, or a small number of workers may be referred first to an Adjudication Officer of the Workplace Relations Commission for a Recommendation in accordance with section 13 of the Industrial Relations Act 1969. The Adjudication Officer's Recommendation may be appealed by either party to the Labour Court and having heard the parties, the Court will issue a 'Decision' that is binding on the parties.

Registration of Employment Agreements

The work of the Court in this area is described later in this Annual Report. Generally, it will involve the registration by the Court of an agreement on pay and conditions of employment of workers of any class, type or group, made between a trade union, or trade unions of workers and one or more than one employer, or trade union of employers that is binding only on the parties to the agreement in respect of the workers of that class, type, or group.

Registration of Collective Agreements

The Court also approves collective agreements in accordance with Section 24 of the Organisation of Working Time Act, 1997 and in accordance with the Schedule to the Protection of Employees (Part-Time Work) Act 2001. There were no agreements approved under section 24 of the 1997 Act or in accordance with the Schedule to the 2001 Act in 2022.

Sectoral Employment Orders

Upon receipt of a request, the Labour Court may undertake an examination of the pay, pension and sick pay entitlements of workers in a particular sector and, if it deems it to be appropriate, make a recommendation to the Minister on the matter. A request to the Labour Court may be made by:

- A trade union of workers;
- A trade union or an organisation of employers; or
- A trade union of workers jointly with a trade union, or an organisation of employers

The trade union of workers and the organisation of employers must be substantially representative of the workers and employers in the sector to which the request relates.

If, following receipt of a recommendation from the Court, the Minister is satisfied that the process provided for in the **Industrial Relations (Amendment) Act, 2015** has been complied with by the Labour Court, he/she shall make the Order. Where such an order is made it will be binding across the sector to which it relates.

Joint Labour Committees/Employment Regulation Orders

A Joint Labour Committee (JLC) is comprised of representatives of employers and workers in the relevant industry sector under an independent chairperson. A Joint Labour Committee is entirely independent of the Labour Court in the discharge of its statutory functions. When it reaches agreement on terms and conditions that should be enshrined in an Employment Regulation Order, the JLC publishes details and invites submissions from the public. Following consideration of any submissions, the Committee may make proposals to the Court for the making an Employment Regulation Order (ERO).

Following receipt of such a proposal the Labour Court may make a Recommendation to the Minister.

An ERO is a statutory instrument setting out wages and conditions of employment applying to specified grades, or categories of workers in a particular sector. On foot of proposals received from the JLC for that sector which have been adopted by the Labour Court, the Minister for Enterprise, Trade and Employment may make an order confirming the terms of the ERO, where satisfied that the statutory conditions have been complied with. Every order made by the Minister must be laid before both Houses of the Oireachtas and can be annulled by resolution of either House.

Codes of Practice

The Industrial Relations Act 1990 makes provision for the preparation by the WRC of draft 'Codes of Practice' for submission to the Minister concerning industrial relations. Where such a code is in place, application may be made to the Labour Court for an interpretation of its terms. Also, a complaint of a breach of a code may be made to the Court.

1.3 Employment rights

The main work for the Court in the area of employment rights involves acting as the single appellate body for appeal of decisions of Adjudication Officers of the WRC made under employment rights enactments.

1.4 Structure of the Labour Court

The Labour Court

At the start of 2024 the Labour Court consisted of 13 full-time Members: A Chairman, three Deputy Chairmen and seven Ordinary Members, four of whom are Employer Members and three of whom are Worker Members. The decision by the Minister in 2023, following an assessment of work on hands by DETE, that vacancies arising in the Court would not be filled such that, in operation, the number of divisions of the Court would reduce from four to three by the end of quarter one 2024. By the end of 2024, the Ordinary Members were reduced to six, three Employer Members and three Worker Members.

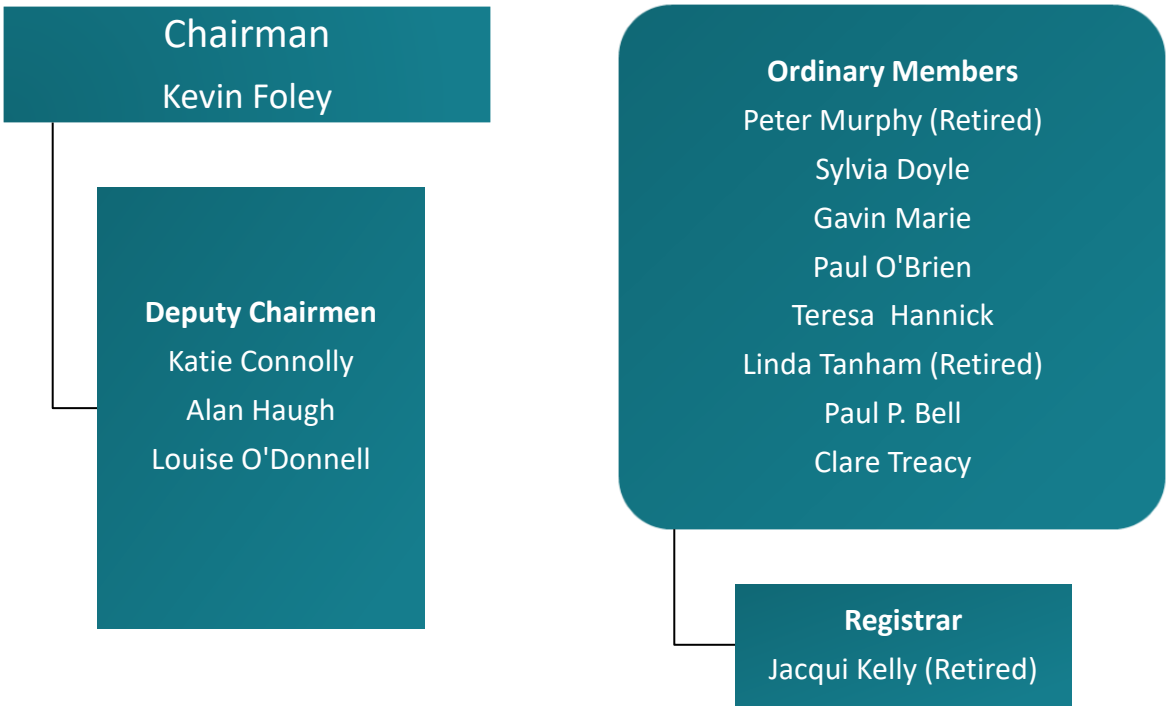


Photo of the Court and the Registrar in January 2023.

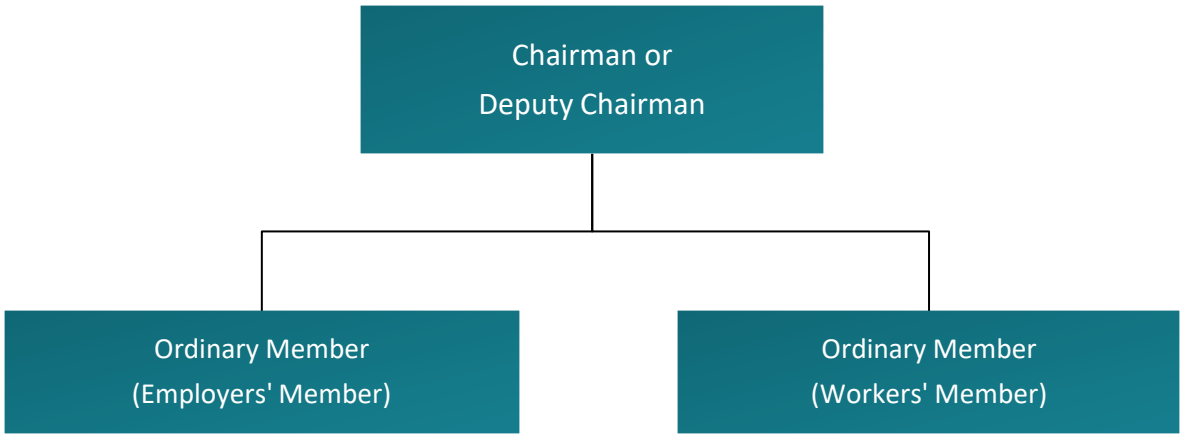
Standing: Left to right – Jacqui Kelly, Peter Murphy, Paul P. Bell, Sylvia Doyle, Gavin Marie, Arthur Hall, Clare Tracey, Paul O'Brien and Linda Tanham.

Seated: Left to right – Tom Geraghty, Louise O'Donnell, Kevin Foley, Katie Connolly and Alan Haugh.

Note: Appointment of the Chairman, Deputy Chairman and Registrar follows a public competition co-ordinated by the Public Appointments Service. Ordinary Members are appointed by the Minister for Enterprise, Trade and Employment following nomination by IBEC of Employers' Members and the ICTU of Workers' Members.

Hearing

Each hearing of the Court is convened by a Division of the Court appointed by the Chairman for that purpose. A Division of the Court consists of the Chairman (or a Deputy Chairman) of the Court, a Worker Member and an Employer Member.

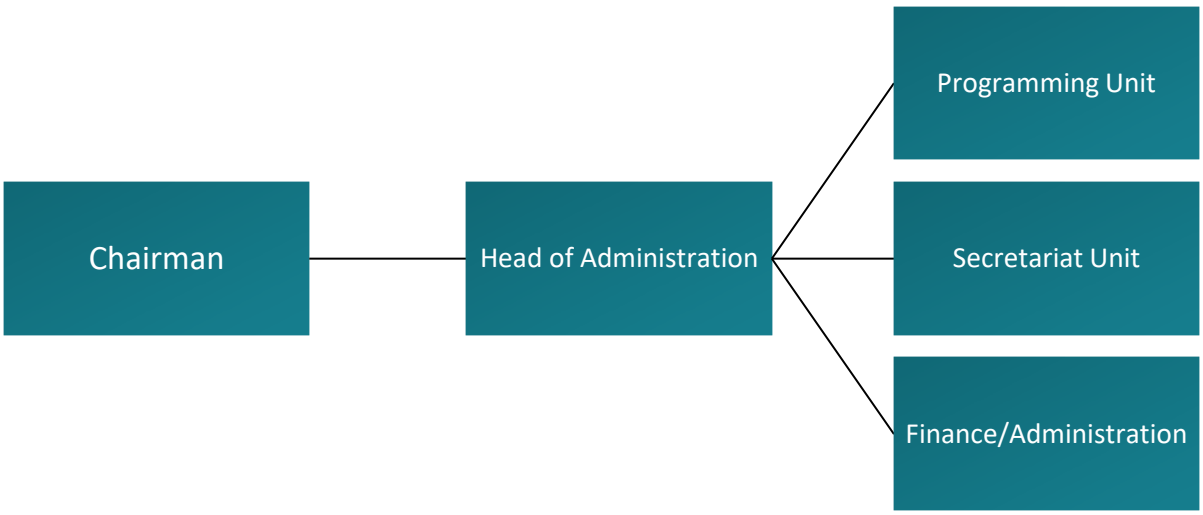


Registrar

The Registrar to the Labour Court, who is a Statutory Office Holder, is the Court's legal adviser and provides legal services and advice to the Labour Court in carrying out its statutory functions.

Labour Court Administration

The Labour Court is supported in its function by an administration service which is staffed by permanent employees who are civil servants and part of the staffing establishment of the Department of Enterprise, Trade and Employment, assigned for the time being to the Labour Court.



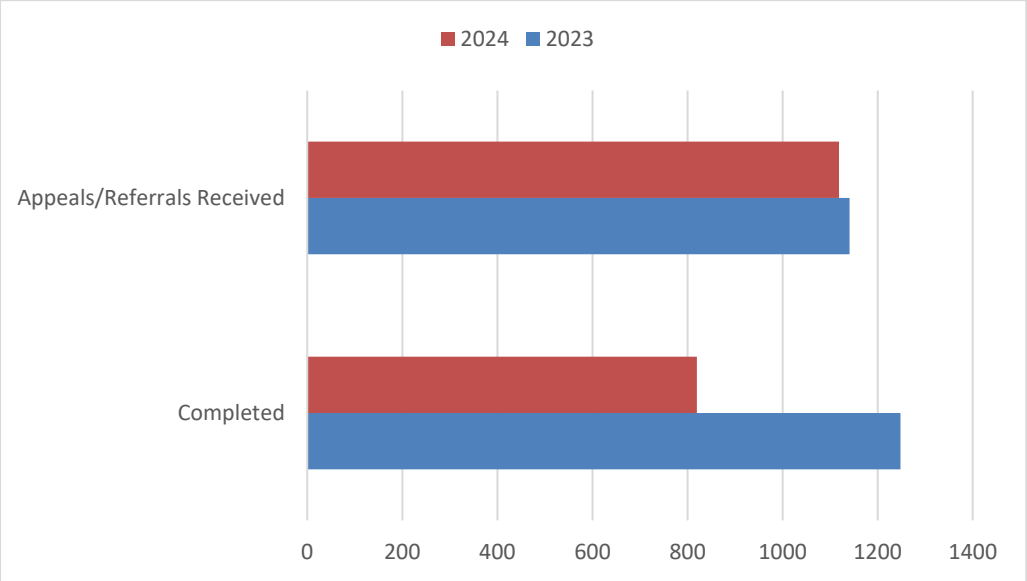
Chapter 2 - The Year in Review

2.1 Headlines

During 2024, the Labour Court:

- Received 1119 appeals/referrals;
- 1385 hearings were scheduled;
- 311 postponements were granted;
- 820 cases were completed (cases decided, settled or withdrawn); and
- 364 appeals / referrals were ready to be programmed at the end of 2024.

Fig 1: Headline activities



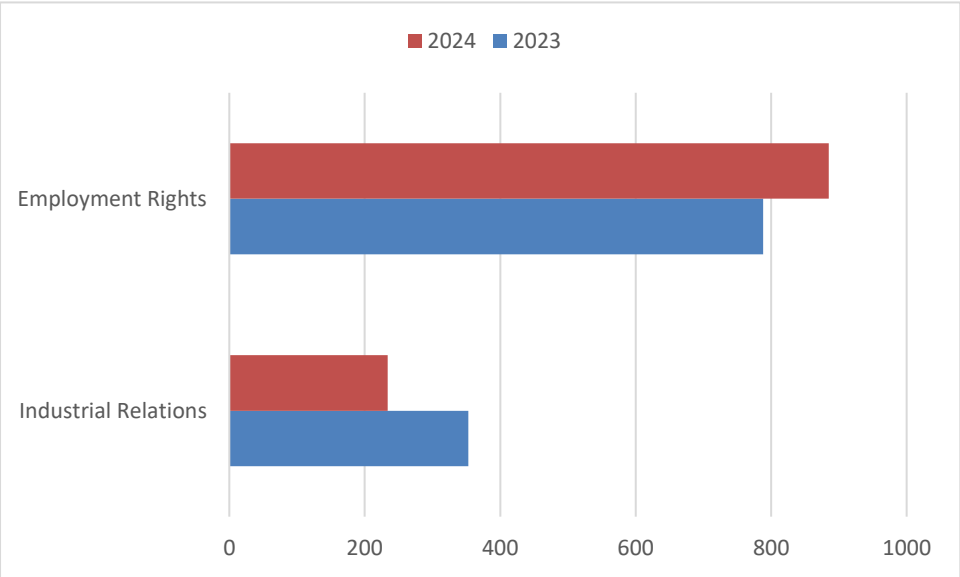
2.2 Appeals to the Court

Overall, the number of referrals/appeals to the Labour Court in 2024 shows little deviation from to the previous year (from 1141 to 1119, representing a 2% decrease).

Referrals and Appeals under the Industrial Relations Acts 1946 to 2015 accounted for 21% of total referrals / appeals. Industrial relations referrals decreased by 34% compared to the numbers of such referrals received in 2023 (353 dropped to 234).

Appeals under employment rights legislation accounted for 79% of cases coming to the Court, an increase of 12% on the previous year.

Fig 2: Industrial relations and employment rights appeals to the Court



See Appendices 1 and 2 for a detailed breakdown of these headline appeal figures.

2.3 Hearings scheduled

The Court scheduled a total of 1,385 hearings in 2024, of which 1% were scheduled in a Virtual Courtroom. A total of 311 postponements were granted during 2024. A total of 276 cases were withdrawn with 261 of those withdrawals relating to cases which had been scheduled for hearing. Such withdrawals, particularly when occurring shortly before the scheduled date and time of hearing, impacted significantly on the capacity of the Court to effectively manage its resources in terms of allocation of Court room hearing time.

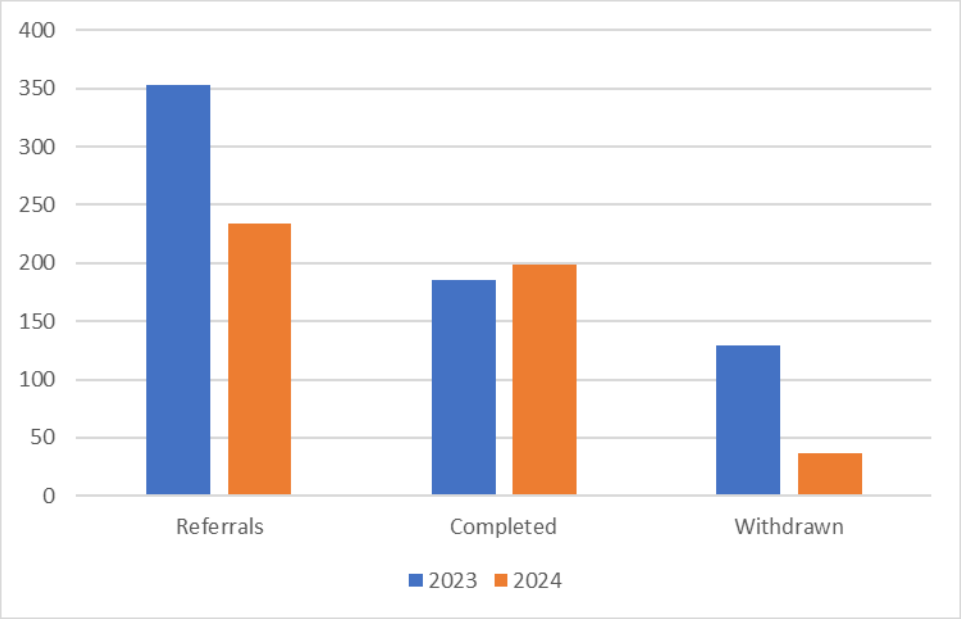
45 hearings were held in the Blended Courtroom, which allowed some participants to attend the hearings using remote access.

2.4 Industrial Relations Cases

The number of cases received under the Industrial Relations Acts 1946-2015 received was 234. The number of cases completed (i.e. in respect of which a recommendation, determination, or decision issued, or the matter was settled by the referral party,) in 2023 was 199 (236 including withdrawn cases).

The text of each of the industrial relations cases in which the Court issued a recommendation can be viewed on the Court's website www.labourcourt.ie.

Fig 3: Industrial relations cases activity



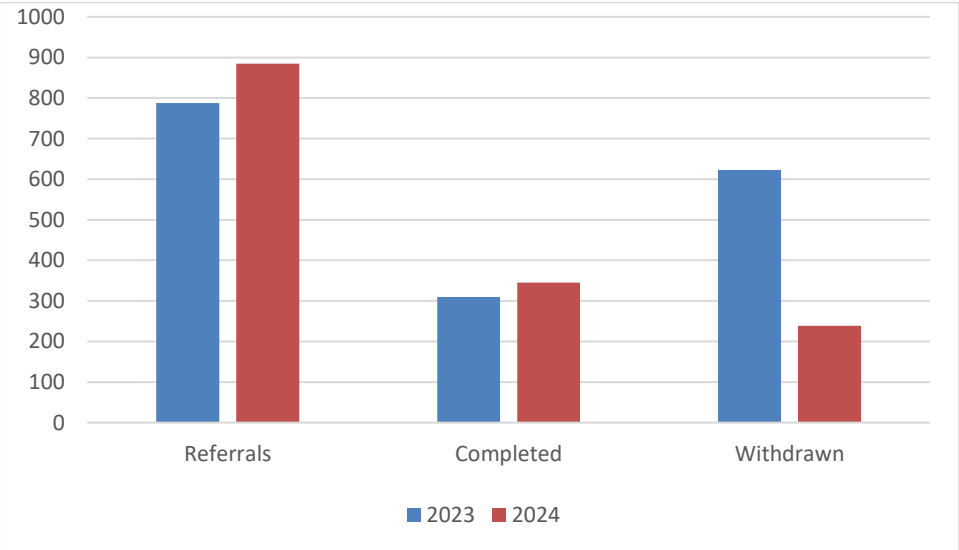
Information on the profile of industrial relations cases received and completed in 2024 are at Appendix 1.

2.5 Employment Rights Cases

The number of employment rights appeals received by the Court in 2024 was 885. The number of cases completed (i.e. in respect of which a recommendation, determination, or decision issued or the matter was settled before or at a hearing) was 345, while 239 cases were withdrawn at or prior to hearing or scheduling.

The text of each of the appeals in which the Court issued a Decision can be viewed on the Court's website www.labourcourt.ie.

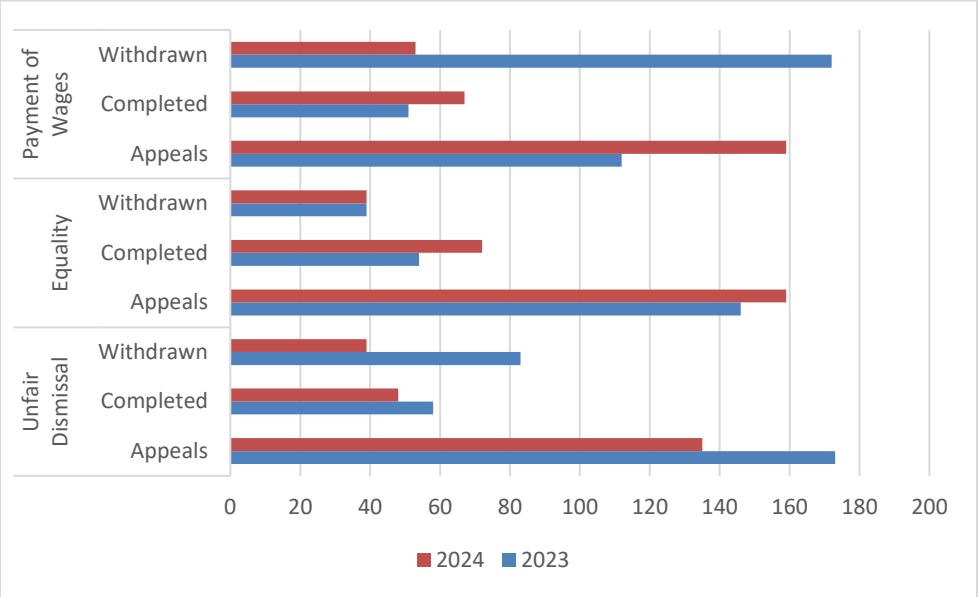
Fig 4: Employment rights appeals activity



Information on the profile of employment rights appeals received, completed and withdrawn in 2024 is at Appendix 2.

Of the 885 employment rights appeals received by the Court during 2024, 51.2% were in respect of appeals under the Unfair Dismissals Acts, 1977 - 2015, the Employment Equality Acts, 1998 - 2021 and the Payment of Wages Act, 1991.

Figure 5: Unfair Dismissal, Equality and Payment of Wages appeals activity



It is also the function of the Labour Court to determine appeals of Adjudication Officer decisions under the full range of employment protection legislation currently in being.

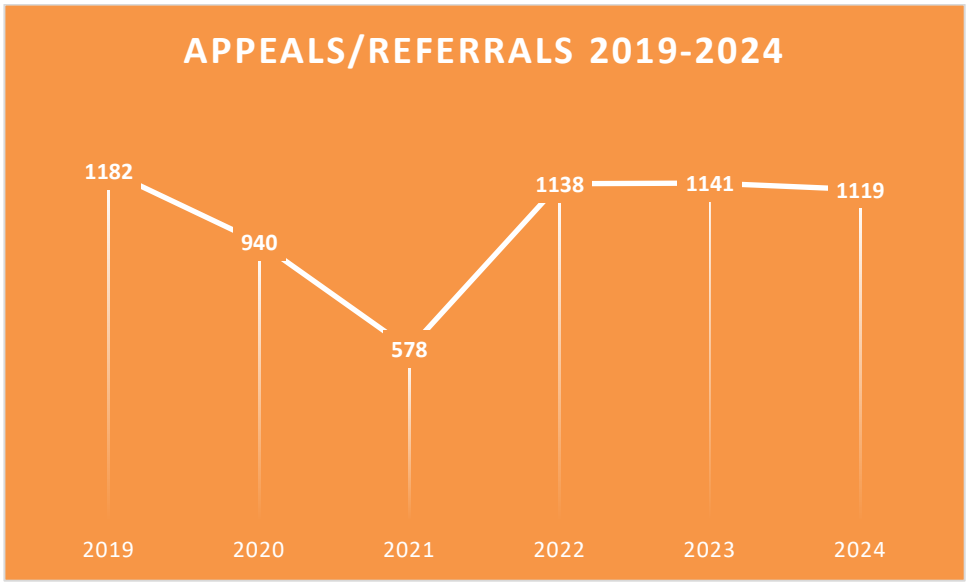
See Appendix 2 for detailed case activity statistics.

Chapter 3 - Dispute referrals

3.1 Five-year trend 2020 – 2024

Appeals/referrals in 2024 maintained a level consistent with the previous two years, and the level prior to 2020, indicating that the drop shown in 2020/2021 was related to the impact of the Covid-19 pandemic.

Fig 7: Number of referrals of employment and industrial disputes 2019 – 2024



3.2 Industrial Relations Climate in 2024

There were, according to the CSO, five industrial disputes in progress in 2024 involving 608 workers, whereas 3,326 workers were involved in twelve industrial disputes in 2023.

Table 1: Industrial disputes 2020 -2024

Category	2024	2023	2022	2021	2020
No. of Disputes	5	12	7	2	8
No. of Firms	25	32	50	2	8
No. of Workers	608	3,326	4,078	543	22,076
No. of Days Lost	3,580	4,203	5,256	1,515	21,704

Source: Central Statistics Office

Chapter 4 - Other Activities During 2024

4.2 Joint Labour Committees

The Industrial Relations Acts 1946 - 2015 make provision for a system of Joint Labour Committees (JLCs), which is a mechanism to allow for the setting of statutory minimum rates of pay and conditions of employment in particular industry sectors through the mechanism of Employment Regulation Orders (ERO's).

A JLC is comprised of representatives of employers and workers in the relevant sector under an independent chairman appointed by the Minister. The worker and employer members are appointed by the Court in accordance with the Fifth Schedule of the Industrial Relations Act 1990. Once the JLC formulates proposals for an ERO, it is required to notify the public of this and invite representations. Following consideration of any such representations, the Committee may subject to any amendments it makes adopt the proposals and the adopted proposals are then submitted to the Court including a report from the Chairman of the JLC setting out the circumstances surrounding their adoption, together with copies of any submissions or documentation considered by the JLC when formulating and adopting the proposals. In the event the Court adopts the proposals they are then sent to the Minister and where the Minister is satisfied that the statutory requirements have been complied with the Minister makes an ERO giving effect to the proposals.

The following JLCs were in existence in 2024.

1. Agricultural Workers
2. Catering
3. Contract Cleaning
4. Hairdressing
5. Hotels
6. Retail, Grocery and Allied Trades
7. Security Industry
8. English Language Schools Sector
9. Early Years' Service

The most recent review under Section 41A of the Industrial Relations Act 1946 ('the Act') which was completed on 12th April 2023 recommended that all JLCs which were the subject of the Review be maintained in their current form. The detail of that review is published on www.labourcourt.ie.

Activities in this Area in 2024

Early Years Service

The Early Years Service JLC met on a number of occasions and failed to formulate proposals for a new/revised ERO(s). In August 2023 this matter was referred to the Labour Court for recommendation as provided for by section 42B (4) of the Industrial Relations Act 1946. A Labour Court recommendation issued on the 14 September 2023. Based on this recommendation, two new SI's came into effect on June 24th 2024.

S.I. No. 296 of 2024, Employment Regulation (Amendment) Order (Early Years' Service Joint Labour Committee) Order No. 1 2024
S.I. No. 297 of 2024, Employment Regulation (Amendment) Order (Early Years' Service Joint Labour Committee) Order No. 2 2024

4.4 Joint Industrial Councils

A "*qualified Joint Industrial Council*" (JIC) is a voluntary negotiating body for an industry or part of an industry and is representative of employers and workers. If it fulfils conditions set out in the industrial relations legislation, it may apply to the Labour Court for registration and the Court, if satisfied, will place it on the Register of Joint Industrial Councils.

The Labour Court facilitates the JICs by making available an officer of the Court to act as secretary at their meetings. Details of those JICs registered with the Court as of 31 December 2024 are included in Appendix 3.

Apart from the five bodies on the Register of JICs, there are a number of other bodies which are engaged in similar activities, but which have not applied for registration e.g. the Electrical Contracting Industry JIC and the State Industrial Employees JIC. The Labour Court makes available an officer of the Court to act as secretary at meetings of such bodies and officers of the Court attended eight meetings of the Electrical Contracting JIC and five meetings of the State Industrial Employees JIC during the year.

4.5 Registered Employment Agreements

The Industrial Relations (Amendment) Act 2015 provided a mechanism for the registration of employment agreements between an employer or employers and trade unions governing terms and conditions in individual enterprises.

The Industrial Relations (Amendment) Act, 2015 defines an employment agreement as:

"an agreement relating to the remuneration or the conditions of employment of workers of any class, type or group made between a trade union or trade unions of workers and one or more than one employer or a trade union of employers, that is binding only on the parties to the agreement in respect of the workers of that class, type or group."

Where the Labour Court is satisfied that an agreement presented satisfies the relevant statutory requirements it will register the agreement. The effect of this is to make the provisions of the agreement legally enforceable in respect of every worker of the class type or group to which it is expressed to apply.

4.6 Sectoral Employment Orders

Sectoral Employment Orders (SEO's) made under the Workplace Relations Act 2015 provide a legislative framework which allows the making of Statutory Orders providing for minimum rates of pay, sick leave and pension to apply to workers of a class, type or group (including apprentices) in a specified economic sector. An SEO must also contain a dispute resolution procedure and so acts to promote industrial harmony and minimise industrial unrest.

Upon receipt of a request, the Labour Court can initiate an examination of the pay, pension and sick pay entitlements of workers in a particular sector and, if it deems it appropriate, make a recommendation to the Minister on the matter. Such a request may be made by:

- A trade union of workers;
- A trade union or an organisation of employers; or
- A trade union of workers jointly with a trade union or an organisation of employers

The trade union of workers and / or the organisation of employers must be substantially representative of the workers and employers in the sector to which the application relates.

If the Minister is satisfied that the Court has complied with the provisions of the Industrial Relations (Amendment) Act, 2015, he/she shall make the Order. Where such an Order is made it will be binding across the sector to which it relates.

Activities in this Area in 2024

Construction Sector SEO 2024 - A new SEO for the Construction Sector was signed by the Minster on the 7 November 2024. This is an amendment of SI 234 of 2019 as amended by S.I. 598 of 2021 and S.I. 207 of 2023. The amendment sets new pay, pension and sick pay rates in the sector from 1 August 2025.

The SEO can be viewed here:

S.I. No. 620 of 2024 SECTORAL EMPLOYMENT ORDER (CONSTRUCTION SECTOR) 2024

5.0 Internal Services

Financial Management

The Labour Court is funded by the Exchequer, through the Department of Enterprise, Trade and Employment. Expenditure totalling €3,192,282.93 was incurred by the Court during 2024. This comprised €2,698,340.48 in respect of pay and €493,942.45 in respect of non-pay. All Labour Court finances are administered through the Department's budget and form part of the Department's accounts. As well as arranging its own tenders for the provision of goods and services, the Court also avails of drawdown of services from the Department in areas such as learning and development. Expenditure is monitored constantly and is reviewed on a monthly basis.

For details see Appendix 5: Financial Report for 2024.

Customer Service

The Labour Court operates under a Customer Service Charter and Action Plan 2022-2024. The Charter sets out the level of service users can expect to receive if they have occasion to avail of the Court's services. The Customer Action Plan describes how the commitments and standards set out in the Customer Charter will be delivered in accordance with the guiding principles of QCS that have been adopted across the public service. The Charter can be viewed at www.labourcourt.ie

Better Regulation

The Labour Court is committed to providing an efficient and accessible forum for settling matters of dispute between employers and workers in the State. To this end, practices within the Court have been adapted to facilitate digital and remote access to its users. The full introduction of an online portal in early 2024 allows appeals and referrals to be submitted directly for the Court's consideration, and technology to allow remote attendance at hearings where appropriate has been introduced to the Labour Court's headquarters. Virtual hearings, introduced during the Covid 19 pandemic, are still in use where this suits the circumstances of the disputing parties. These practical enhancements to the delivery of the Court's mandate align with wider commitments in the public service to the principles of Better Regulation, minimising to the extent currently possible the administrative burden on the parties to cases the Court hears.

Climate Action

The Labour Court continues to make significant progress to achieve its climate action goals. In this regard, the Court has improved its energy efficiency by over 72% since 2009. This means that the Court has already met its energy and exceeded its energy efficiency targets before the 2030 deadline.

The total CO2 emissions from the Court have reduced by over 52% since 2016 and the Court is on target to meet its CO2 emissions targets before 2030.

Memorandum of Understanding

In 2024 the Labour Court prepared a Memorandum of Understanding (MoU) with its parent Department, the Department of Enterprise, Trade and Employment, in fulfilment of the requirement under the Government decision of 15 November 2011 and under the Public Service Reform Programme published on 17 November 2011 for each Department to, *inter alia*, put in place robust Service Level Agreements with its State Bodies by June 2012.

The Court undertook to provide an agreed level of service in accordance with the deliverables and performance criteria specified in the agreed annual work programme as set out in Appendix 6 and in accordance with all relevant legislation.

Appendices to the Report

Appendix 1: Industrial Relations Statistics

Table 1.1 Profile of industrial relations cases received.

		2023	2024
Appeal of Adjudication Officer Decision	Section 13(9), Industrial Relations Act, 1969	151	107
	Section 10, Industrial Relations (Misc Prov) Act, 2004	9	0
	Section 45(B), Industrial Relations Act,1946	2	4
Direct Referral	Section 20(1), Industrial Relations Act, 1969	99	57
	Section 20(2), Industrial Relations Act, 1969	5	0
	Section 2(1), Industrial Relations (Amendment) Act, 2001	0	0
	Section 26(5) Industrial Relations Act, 1990	1	5
	Section 12(1), Industrial Relations (Amendment) Act 2015	1	0
	Section 23(3), Industrial Relations (Amendment) Act 2015	9	1
	Section 42B(4), of the Industrial Relations Act, 1946	2	0
Conciliation Service	Section 26(1), Industrial Relations Act, 1990	74	60
Total		**353**	**234**

Table 1.2: Industrial relations cases activity 2024 by category

	Worker	Company	Withdrawn	Settled	Clarification issued/ no jurisdiction	Recommendations/Decisions	Upheld	Overturned	Varied	Outside Time Limit
Section 23(3), Industrial Relations (Amendment) Act, 2015	1	0	3	0	0	1	0	1	0	0
Section 13(9), Industrial Relations Act, 1969	72	35	18	2	0	88	37	25	24	2
Section 20(1), Industrial Relations Act, 1969	54	3	9	3	4	40	0	0	0	0
Section 20(2), Industrial Relations Act, 1969	0	0	0	0	0	1	0	0	0	0
Section 26(1), Industrial Relations Act, 1990	59	1	7	5	2	44	0	0	0	0
Section 26(5), Industrial Relations Act, 1990	4	1	0	0	1	2	0	0	0	0
Section 45(B) Industrial Relations Act, 1946	2	2	0	0	0	6	6	0	0	0
Section 42B(4), Industrial Relations Act, 1946	0	0	0	0	0	0	0	0	0	0
Grand Total	192	42	37	10	7	182	43	26	24	2
	Total received 234		Total completed 237				Total decisions 182			

Appendix 2: Employment rights statistics

Table 2.2: Profile of employment rights appeals received

Section /Act /Application	2024	2023	% change from 2023
Unfair Dismissal	**135**	**173**	**78**
Section 8A Unfair Dismissals Acts, 1977	**135**	**173**	
Equality	**159**	**146**	**109**
Section 83, Employment Equality Act, 1998	159	145	
Section 77(12), Employment Equality Act, 1998	**0**	**1**	
Payment of Wages	**159**	**112**	**142**
Section 7, Payment of Wages Act, 1991	**159**	**112**	
Organisation of Working Time	123	80	**153**
Section 28, Organisation of Working Time Act, 1997	**123**	**80**	
Terms of Employment	104	78	**133**
Section 8, Terms of Employment (Information) Act, 1994-2018	**104**	**78**	
Minimum Notice & Terms of Employment	31	37	**84**
Section 12A Minimum Notice & Terms of Employment Acts, 1973	**31**	**37**	
Redundancy Payments	38	44	**86**
Section 39A Redundancy Payments Act 1967	**38**	**44**	
Protection of Employees on Transfer of Undertakings	21	15	**140**
Section 11(1) EC (Protection of Employees on Transfer of Undertakings) Regulations, 2003	**21**	**15**	
Protected Disclosures	28	10	**280**
Paragraph 2 of Schedule 2, Protected Disclosures Act, 2014	**0**	**10**	
Section 12(2), Protected Disclosures Act, 2014	**28**	**0**	
Safety, Health & Welfare at Work	17	32	**53**
Section 29, Safety, Health and Welfare at Work Act, 2005	**17**	**32**	
Protection of Employees (Fixed Term Work)	28	14	**200**
Section 15, Protection of Employees (Fixed-Term Work) Act, 2003	**4**	**14**	
Protection of Employees (Fixed Term Work) Act, 2003	**24**	**0**	
National Minimum Wage	8	6	**133**

Section 27(1), National Minimum Wage Act, 2000 and 2015	**8**	**6**	
Protection of Employees (Part-Time Work)	5	1	**500**
Section 17-Protection of Employees (Part-time Work) Act, 2001	**5**	**1**	
Parental Leave	7	2	**350**
Section 19 (1), Parental Leave Acts, 1998 and 2006	**7**	**2**	
All other appeals received by the Court	**22**	**38**	**58**
Section 21(2) of the Transnational Information & Consultation of Employees Act 1996	0	4	
Schedule III Competition Act 2002-2010	1	0	
Section 32(2), Maternity Protection Act, 1994	0	0	
Section 27 of the Paternity Leave and Benefit Act 2016	0	2	
Section 33(1), Maternity Protection Act, 1994	1	2	
Section 24 of the Parent's Leave and Benefit Act 2019	3	0	
Section 20 (2), Criminal Justice Act 2011	1	1	
Section 25 (2,) Protection of Employees (Temporary Agency Work) Act, 2012	4	4	
Regulation 19, European Communities (Road Transport) (Organisation of Working Time of Persons Performing Mobile Road Transport Activities) Regulations, 2012	2	5	
Section 35 Further Education and Training Act 2013	1	0	
Section 67(5) of the Property Services Regulation Act 2011	0	1	
Regulation 6 European Communities (Protection of Employment) Regulations 2000	0	2	
Section 8A(5), Prevention of Corruption (Amendment) Act 2001	**0**	**3**	
Section 6(2), Prevention of Corruption (Amendment) Act 2010	**1**	**0**	
Section 81E of the Pensions Act, 1990 as amended by the Social Welfare (Miscellaneous Provisions) Act 2004	**1**	**7**	
Section 81(1) of the Pensions Acts, 1990 to 2014	**0**	**2**	
Section 11, Sick Leave Act, 2022	**2**	**0**	
Protection of Employment Act, 1977	**3**	**4**	
Schedule 2 of the Employment Permits Act, 2006	**2**	**1**	
Totals	885	788	**112%**

Appendix 3: Registered Joint Industrial Councils

The following particulars of associations on the Register of Joint Industrial Councils during the period covered by this Report are given in accordance with the requirements of section 23(3) Industrial Relations Act, 1946.

1. Joint Board of Conciliation and Arbitration for the Boot and Shoe Industry of Ireland

   Date of Registration: 10 July 1948

   Secretary: Ms. C. Cronin/Ms. C. O'Reilly, The Labour Court

2. Joint Industrial Council for the Dublin Wholesale Fruit and Vegetable Trade

   Date of Registration: 27 January 1964

   Secretary: Ms. C. Cronin/Ms. C. O'Reilly, The Labour Court

3. Joint Industrial Council for the Construction Industry

   Date of Registration: 26 July 1965

   Secretary: Ms. C. Cronin/Ms. C. O'Reilly, The Labour Court

4. Joint Industrial Council for the Security Industry

   Date of Registration: 12 December 2011

   Secretary: Ms. C. Cronin/Ms. C. O'Reilly, The Labour Court

5. Joint Industrial Council for the Contract Cleaning Industry

   Date of Registration: 19 December 2011

   Secretary: Ms. C. Cronin/Ms. C. O'Reilly, The Labour Court

Appendix 4: Further information

Further information about anything contained in this Annual Report is available from:

The Labour Court
Lansdowne House
Lansdowne Road
Dublin 4
D04 A3A8

Phone: (01) 613 6666 -
Or 0818 613666
Email: info@labourcourt.ie
Website: www.labourcourt.ie

Query	**Relevant section of the Labour Court**	**Contact**
About a particular case before the hearing	Programming Section	01 613 6666 or 0818 613666 Email info@labourcourt.ie
About a particular case after the hearing	Relevant Court Secretary	As indicated at the hearing
Joint Labour Committees Registered Employment Agreements/Sectoral Employment Orders Employment Regulation Orders	Relevant Court Secretary	As indicated at the hearing
General information about industrial relations and employment rights matters.	Workplace Relations Customer Services	01 6136700 or 0818 80 80 90

Appendix 5: Financial report for 2024

Table 5.1 Labour Court outturn 2024

Outturn	€
Pay	€2,698,340.48
Non-pay	€493,942.45
Total	€3,192,282.93

Table 5.2 Main areas of non-pay expenditure

	€
ICT	€65,318.91
Regional Hearings	€122,208.99
Office Equipment & Supplies	€32256.63
Post Telephones	€24,156.22

Prompt Payments

During 2024 the Court continued to comply with the Prompt Payment of Accounts Act, 1997 as amended by the European Communities (Late Payment in Commercial Transactions) Regulations, 2002.

Appendix 6: Labour Court Work Programme for 2024

Strategic Objective	Objective
Strategic Priority 1: Provide an efficient and high quality service to court users	Deliver improved processing, listing and management of cases.
	Ensure that all scheduled Court sittings are supported to meet the needs of all users.
	Underpin the concept of the Labour Court as the court of last resort in the case of industrial relations disputes and as the single appellate body for all complaints made under the body of employment law with a strong brand identity and enhance communications with the public
	Develop appropriate customer service standards
Strategic Priority 2: Develop and support Court Members and administrative staff	Support administrative staff development by identifying and addressing current and future training needs and ensuring that all staff are provided with the skills, knowledge and experience to perform and develop within their roles
	Provide for knowledge transfer to ensure continuity of service when administrative staff move due to promotion, mobility or retirement.
	Enhance internal communications
	Continue the professional development programme for Court Members
Strategic Priority 3: Optimise technology and improve case management process	Generate efficiencies from greater use of online service delivery
	Identify and implement more efficient processes and workflows
	Enhance www.labourcourt.ie to provide improved and user-friendly access to information and online services for court users.
Strategic Priority 4: Ensure effective governance	Continue to adhere to DETE requirements in respect of business planning, risk management, records management, public procurement, financial procedures, GDPR and FOI.

THE LABOUR COURT

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