



Ibec  
Management  
Training

# It's about time

Managing working  
time in the digital age

20 November 2019 | Herbert Park Hotel

[www.ibectraining.ie/workingtime](http://www.ibectraining.ie/workingtime)

# It's about time

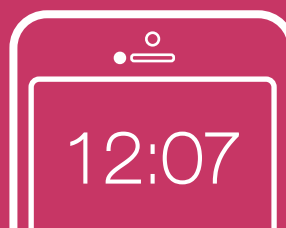
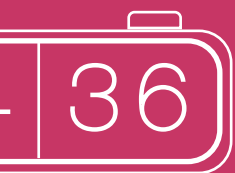
## Managing working time in the digital age

As the government develops its Future Jobs Ireland initiative, it is clear that management of working time is a key component of the future of work. Recent reports of **remote working initiatives** and the “**right to disconnect**” from email and other electronic devices show that examining working time goes to the very core of the employment relationship – it can highlight productivity, bring any performance issues to the fore and may raise questions in relation to employee health and wellbeing.

For employers, the challenges of managing working time are not new. Digitalisation has amplified some of the difficulties presented by the manner in which working time has been regulated, but it is by no means the only issue.

Since working time legislation was last revised more than 20 years ago, a range of scenarios have required further examination – **travel time as working time**, the need in certain sectors for **continuous service or production** and the search for the ever elusive **certainty of working hours** where the nature of the work itself is uncertain. These issues have spawned a burgeoning body of case law and various amendments to the original 1997 Act.

This November, Ibec will host a one day event **examining the working time legislation** as it currently stands, the challenges that employers and employees face in compliance and where we as a society need to be with regard to managing working time. Delegates will also hear from Ibec experts on related topics such as health and safety and data protection which are likely to arise in the context of compliance with working time legislation in the modern workforce. We will also look at **practical solutions** to these challenges and revisit Ibec's **guidance on recording of working time** and other compliance related challenges. This one day programme will be of significant interest to employers and HR practitioners alike.



# Agenda

Those attending this event  
can gain a certificate  
of completion in order  
to apply for CPD points  
[www.ibectraining.ie/workingtime](http://www.ibectraining.ie/workingtime)

8 30

## Registration and coffee

9 00

## First principles – the Principal Act

- Organisation of Working Time Act 1997
- The limitations of exemptions
- What does full compliance mean?

10 00

## The thorny questions

- Travel time as working time
- On call arrangements
- The right to disconnect

10 45

## Q & A

11 00

## Coffee break

11 30

## Preparing for a Workplace Relations Inspection

- Powers of inspection
- Record keeping
- Requirements under relevant legislation

12 00

## Banded hours and predicting working time Employment (Miscellaneous Provisions) Act 2018

- Issuing predictions of working hours where the work is uncertain
- Managing competing requests for hours

12 45

## Q & A

13 00

## Lunch

14 00

## Fact based scenario

- Practical exercise based on real life cases
- Hard cases make bad law
- Is the solution a “once size fits all” approach?

14 30

## Market response to digitalisation – group session

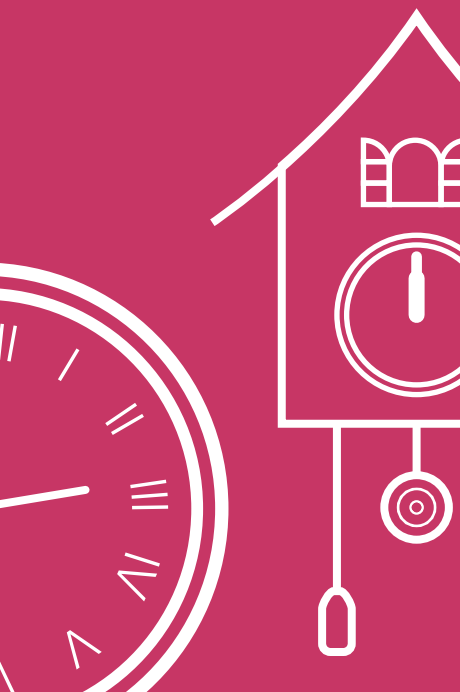
- Increased demand for remote working from employees – and employers?
- Considerations other than working time – health and safety, GDPR
- Adopting a holistic approach

15 30

## Q & A

16 00

## Close





Ibec  
Management  
Training

Cost:

Ibec member rate: €330 (excl vat)

Non member rate: €400 (excl vat)

Bookings can be made online

[www.ibectraining.ie/workingtime](http://www.ibectraining.ie/workingtime)

**20 November 2019**  
**Herbert Park Hotel,**  
**Ballsbridge, Dublin**

[www.ibectraining.ie/workingtime](http://www.ibectraining.ie/workingtime)

Ibec Management Training  
84/86 Lower Baggot Street  
Dublin 2

e. [training@ibec.ie](mailto:training@ibec.ie)

w. [www.ibectraining.ie](http://www.ibectraining.ie)