



Certificate in Industrial Relations

TU Dublin Level 6, Special Purpose Award, 10 ECTS

Details

Duration: 7 Days

Region & Dates

Dublin: Mar 23, 30: Apr 6, 20, 27: May 5, 11, 2020

Dublin: Oct 5, 12, 19, 27: Nov 2, 9, 16, 2020

Time:
9.30 am– 5.00 pm

Venue:
Ibec
84-86 Lower Baggot Street
Dublin 2

Cost:
Ibec member: €2,400
Non-member rate: €2,600

Programme Overview:

The primary objective of the Certificate in Industrial Relations Programme is to give managers / executives an understanding of the core principles and concepts of industrial relations giving them the skills to put progressive IR policies and procedures in places. They will also learn how to deal effectively with disputes, understand how the State's dispute resolution institutions work and how to prepare and present cases to a third party.

Programme Outcomes:

At the end of the programme, participants will be able to:

- Understand the key interpersonal and negotiating skills necessary to manage industrial relations issues more effectively and confidently
- Understand the operation of the main third party institutions involved in resolving industrial relations disputes in this country
- Participate in a conciliation conference chaired by an industrial Relations Officer of the Workplace Relations commission
- Prepare a written submission to the Labour Court and present the case
- Apply the relevant pieces of employment legislation, highlighting the impact they may have on industrial relations issues and to enable them to deal more effectively with queries with staff

Approach:

There are a number of activities and case studies used throughout the programme which ensures that all of the learning is applied in a real way. The programme is delivered by experienced Ibec executives who provide members with advice, consultancy and training on a daily basis. The programme leader encourages group discussion and involvement throughout each session, ensuring opportunities for questions and real issues are discussed at all times. Best practice examples in all areas will be highlighted and discussed throughout the programme, giving participants plenty of opportunities to build on the elements of these that could be applied in their own organisations.



Programme Assessment:

Individual assessments are an integral part of the programme and count towards end of year results as follows:

- Closed book exam: 70%
- Group assignment: 30%

Contact:

For further information, please contact training@ibec.ie or call 01-6051645

What you said:

"Intensive and practical course, the informal style and enthusiasm of the trainer was excellent."

Anne Conroy, CEO, Le Chéile

Programme Schedule:

Module 1

Introduction to the Irish System of Industrial Relations

- Historical Development of Industrial Relations
- State Approaches to Industrial Relations
- The Development of Collective Bargaining in Ireland

Overview of the main IR Institutions in Ireland

- The Workplace Relations Commission
- Conciliation Service
- Adjudication Officers
- Compliance & Enforcement
- Other Services
- The Labour Court

Module 2

Trade Union Recognition

- The right to join a Trade Union
- Disputes in relation to Recognition
- IR Acts 2001 - 2015

Module 3

Negotiation Skills

- Definition/Objectives of Negotiations
- The Traditional Bargaining Format
- Negotiating to Produce a win/Win Outcome
- Phases of Negotiations
- Role play: Local level negotiations
- Role Play: Conciliation Conference with Industrial Relations Officer of the WRC

Module 4

Communication Skills

- Conducting meetings
- Conflict Resolution
- Influencing Skills

Managing Change within Organisations

- Managing change – the essentials
- The impact of the business environment
- Re-structuring the organisation
- The human elements of change
- Right sizing – how
- Linking reward and performance

Module 5

Employment Legislation – Industrial Relations

- Industrial Relations Act, 1946 – 2015
- Trade disputes
- Picketing
- Secret ballots
- Injunctions
- Codes of Practice

Module 6

Employment Legislation

- Contracts of employment
- The Organisation of Working Time Act, 1997
- Annual leave and public holidays
- Redundancy
- Discipline and dismissals

Module 7

Preparing a Third Party Submission

- Preparation of a submission to a Labour Court
- Presentation to a mock Labour Court