

The Labour Court Annual Report 2023



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 (2023)



1141

Appeals/Referrals



1513

Hearings Scheduled



1248

Cases Completed



13 Members



22 Admin Staff
(20.4 wte)



€3.6 million spend



69 Hearings in the Virtual
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 2023 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 2023

There were 1141 appeals and referrals received by the Court in 2023 which almost matched the number received in 2022, which was 1138. Of the 1141 received in 2023, 788 (69%) were employment rights related appeals and 353 (31%) 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 1,513 hearings in 2023, which included hearings of appeals received in 2023 and previous years as well as those rescheduled following postponements or adjournment of the first scheduled hearing. This compared to 1,485 hearings scheduled in 2022.

A total of 753 appeals to the Court were withdrawn in 2023, which was an increase of 60% on the number withdrawn in 2022 (457). Of the 753 withdrawn in 2023, 486 were withdrawn after the parties had been allocated a hearing date compared to 294 in 2022. There were 297 requests for postponement of scheduled hearings, down from 447 in 2022. In 2023, the Court issued 425 recommendations/determinations/decisions. In addition, the Court investigated 70 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 2022 was 34, while 8 cases were heard using the Hybrid Courtroom facility which was made available mid-2023. It is the Court's intention to continue to actively make these new forms of courtroom venue available to parties into the future.

Section 41A of the Industrial Relations Act 1946 Act requires the Labour Court to carry out a review of each Joint Labour Committee (JLC) at least once every five years following the commencement of the Industrial Relations (Amendment) Act 2012. Such a review was completed on 20th April 2018 which meant a review was due by 19th April 2023. That review was completed on 12th April 2023 and the Court recommended that all JLC's which were the subject of the Review be maintained.

The Labour Court had the privilege of hosting the 24th annual meeting of the ILO network of European Labour Court Judges in Dublin in September 2023. Delegates from across Europe participated, and many interesting discussions took place, including a discussion on the decline in the number of referrals to statutory tribunals across the various jurisdictions.

Technology in the Courtroom

There were 2 key infrastructure developments in the Labour Court in 2023 – the first was an upgrade of the infrastructure in one of our Courtrooms, to enable remote attendance of witnesses or parties at hearings. This was completed in July 2023. The second development was the completion of a new Case Management system in November 2023. This new system provides a comprehensive platform to manage, record and analyse the activities of the Court and to facilitate online referral and appeal directly by parties.

The expected return to hearing cases in a physical courtroom materialised in 2023 with the number of cases heard in a Virtual Courtroom reduced to 5% compared to 39% in 2022. However, the Court's commitment to providing an accessible service to its users will see a continuing use of technology to allow attendance at hearings from remote locations. The facility to hold Hybrid Court Hearings, where a party to a physical hearing can attend virtually, was made available in mid-2023. Eight Hybrid Hearings took place in 2023 and the developing use of this facility into the future is a positive addition to the options available to the Court and its users and an enhancement in the delivery of public service.

Changes in Court Membership during 2023

Arthur Hall, worker representative member, retired on 7th July 2023 following the expiry of his term of office. Arthur had held the position of worker representative member since his appointment in July 2017. Mr Hall made a significant contribution to the work of the Court during his term including through a time of challenge and change brought about by the period of disruption caused by the global health pandemic.

Tom Geraghty retired as Deputy Chairman of the Court on 29th October 2023 on the expiry of his term of office. Mr Geraghty was appointed as Deputy Chairman in October 2018 after a

distinguished career in the trade union movement and served the Court with distinction throughout his term of office.

Following the conclusion of the term of office of both Mr Geraghty and Mr Hall, the Minister decided to review the workload and resources of the Court at that time. The assessment of workload and resources was conducted against the background of the Minister's commitment to ensure that the Court would continue to be adequately resourced to discharge its statutory functions without unreasonable delay arising in the disposal of appeals and referrals.

The Court contributed to that assessment of workload and resources by the Minister in 2023. Ultimately the Minister decided that, having regard to that assessment, vacancies arising in the Court would not be filled at that time. In reaching this conclusion the Minister assured the Court that the matter would remain under active review having regard to the workload of the Court as it evolved over time.

The effect of that decision was that the number of divisions of the Court would reduce from four to three by the end of quarter one 2024.

In making this decision, the Minister assured the Court that, into the future, the Court would be provided with adequate resources to effectively carry out its statutory functions without the occurrence of delays arising from inadequacy of resources.

Acknowledgement

I would like to acknowledge the continued dedication of the Members and staff of the Labour Court during 2023. 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, Ms Bernie Byrne, throughout the year. Her leadership of the Court's committed and effective administrative team has continued to underpin the smooth operation of the Court during 2023.

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 Dr Orlaigh Quinn, Secretary General of the Department, and her successor in the role, Declan Hughes, for their 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 Tara Coogan, 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 2023 the Labour Court consisted of 13 full-time Members: A Chairman, four Deputy Chairmen and eight Ordinary Members, four of whom are Employer Members and four 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.

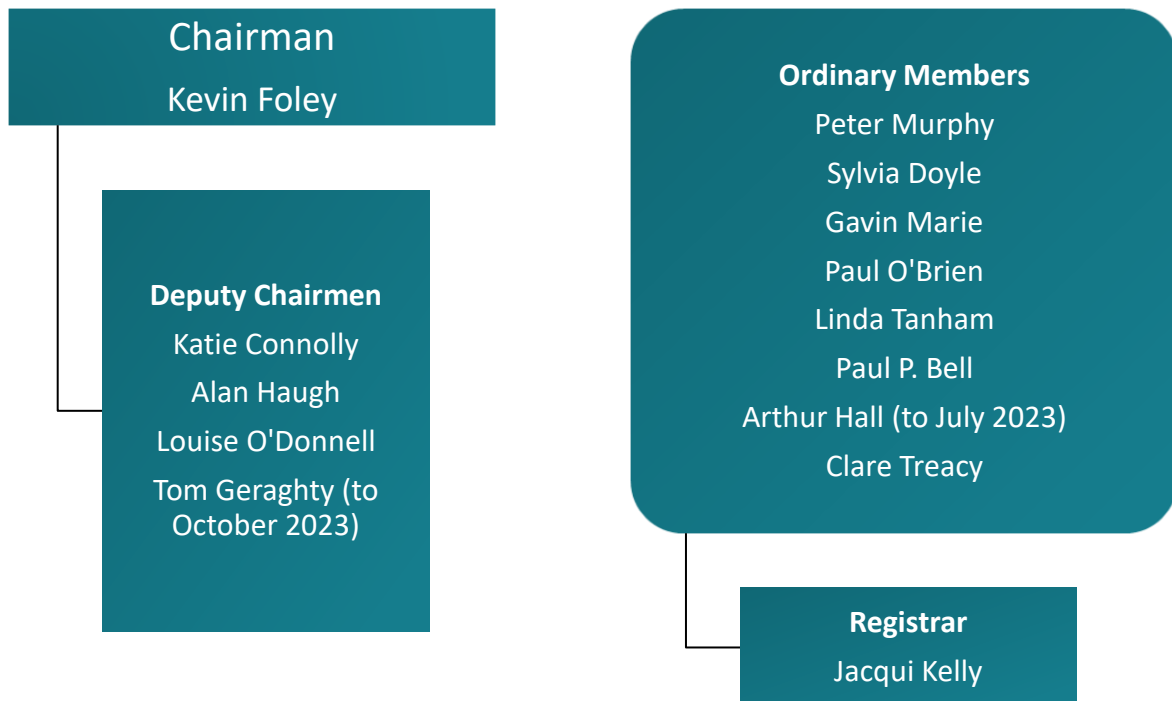




Photo of the Court and the Registrar in January 2023.

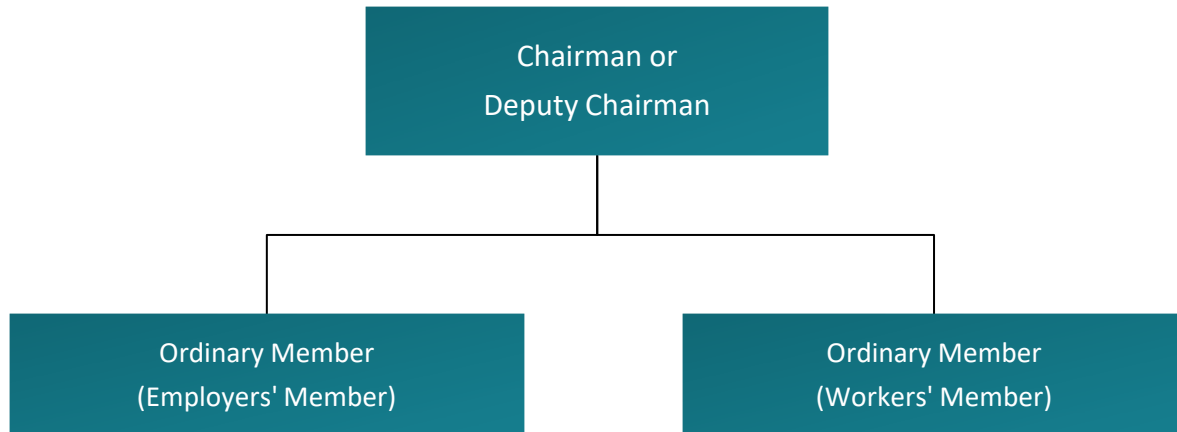
Standing: Left to right – Jacqui Kelly, Peter Murphy, Paul P. Bell, Sylvia Doyle, Gavin Marie, Arthur Hall, Clare Tracey, Paul O’Brien and Linda Tanham.

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 coordinated 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.

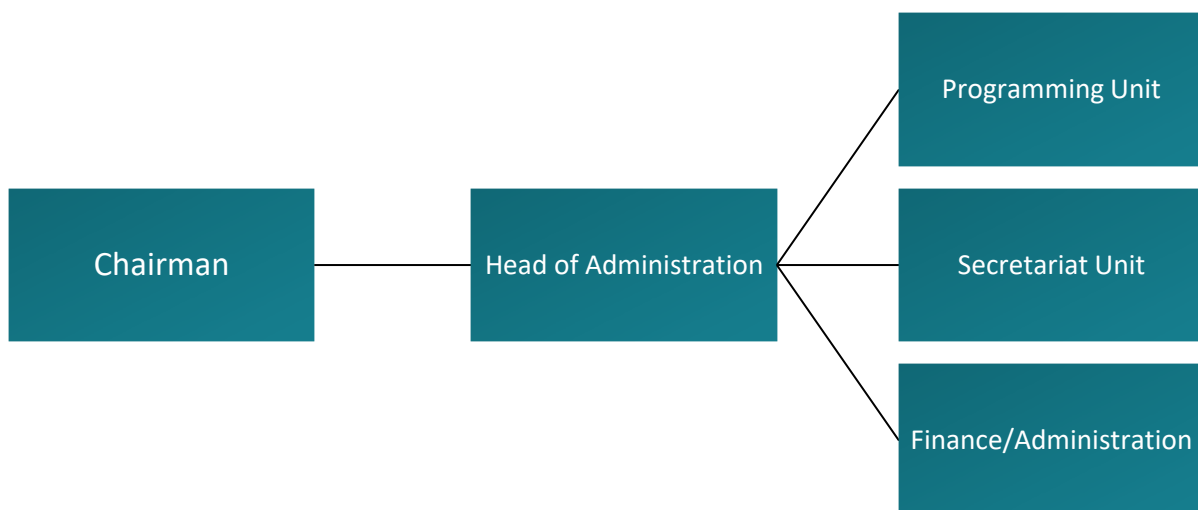


Registrar

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.



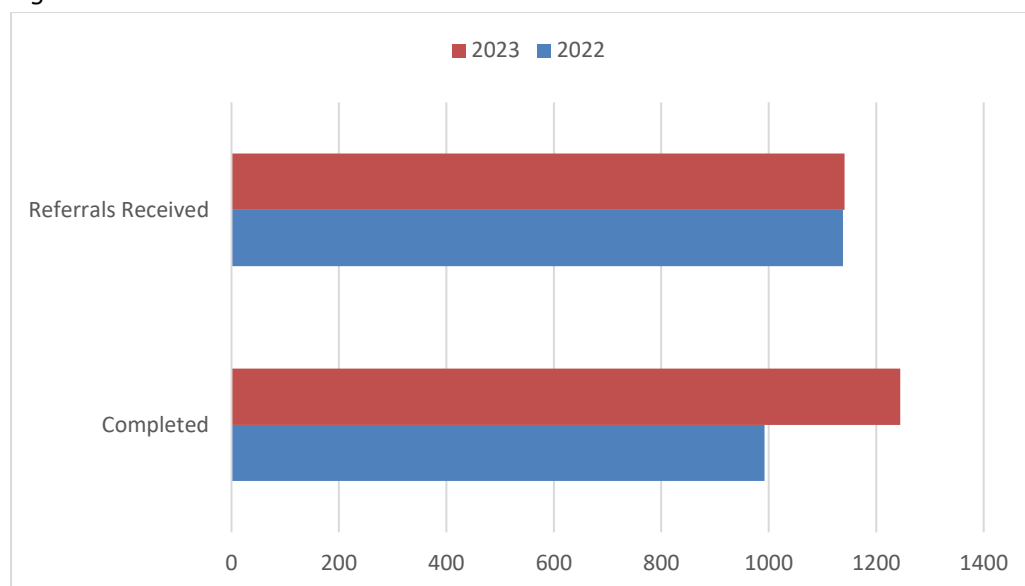
Chapter 2 The Year in Review

2.1 Headlines

During 2023, the Labour Court:

- Received 1141 appeals/referrals;
- 1513 hearings were scheduled;
- 297 postponements were granted;
- 1248 Cases were completed (cases decided, settled or withdrawn); and
- 234 appeals / referrals were ready to be programmed at the end of 2023.

Fig 1: Headline activities



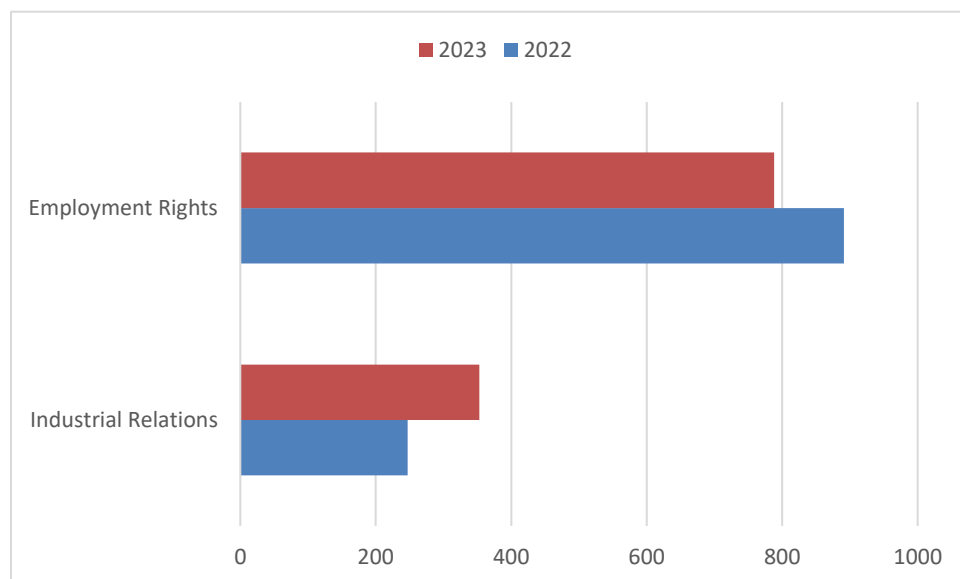
2.2 Appeals to the Court

Overall, the number of in appeals to the Labour Court in 2023 remained stable compared to the previous year (from 1138 to 1141).

Referrals and Appeals under the Industrial Relations Acts 1946 to 2015 accounted for 31% of total referrals / appeals. This class of referral / appeal showed an overall increase of 43% compared to the numbers of such appeals received in 2022 (from 247 to 353).

Appeals under employment rights legislation accounted for 69% of cases coming to the Court, a drop 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 1,513 hearings in 2023, of which 4.5% were scheduled in a Virtual Courtroom. A total of 297 postponements were granted during 2023. A total of 753 cases were withdrawn with 486 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.

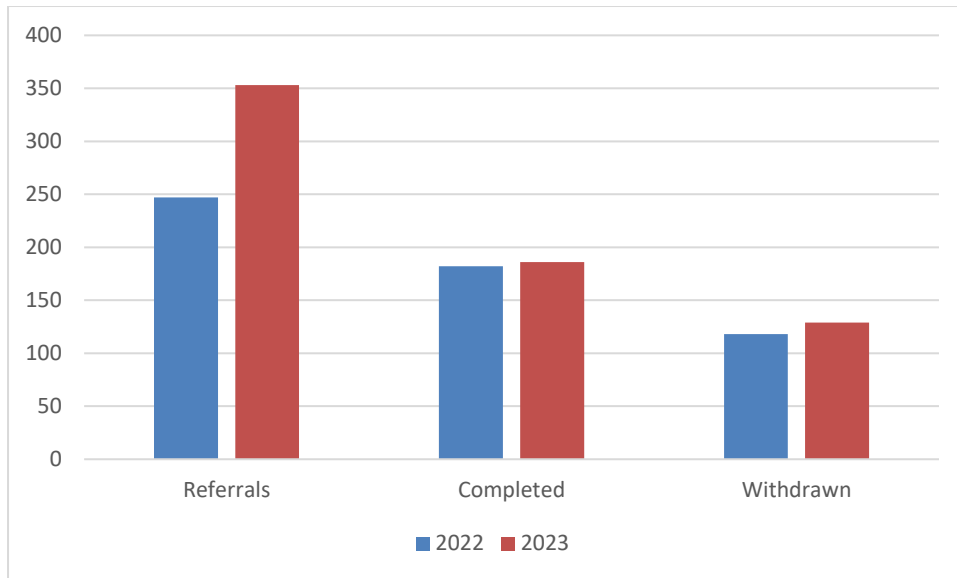
The number of hearings held in the Virtual Courtroom decreased significantly during 2023.

2.4 Industrial Relations Cases

The number of cases received under the Industrial Relations Acts 1946-2015 received was 353. 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 186 (315 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



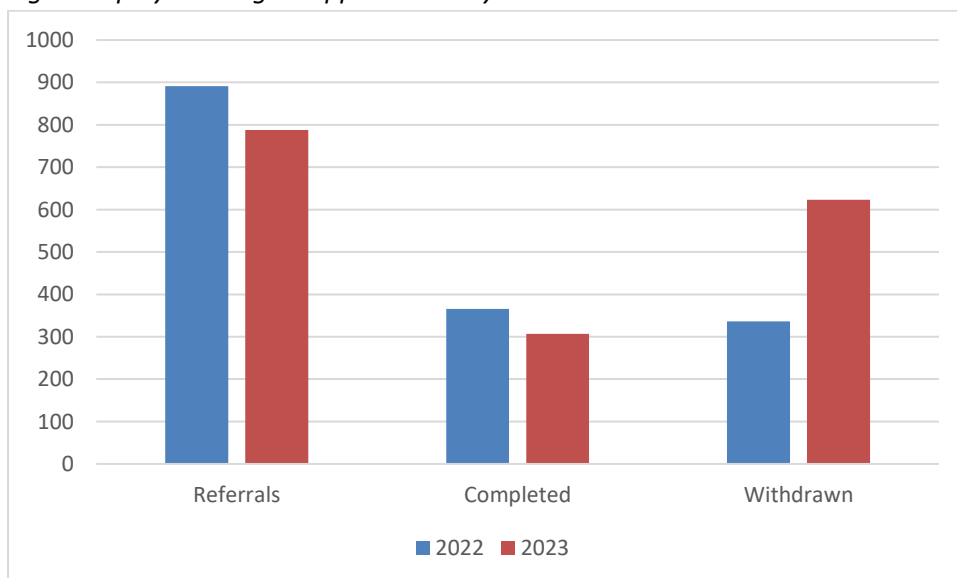
Information on the profile of industrial relations cases received and completed in 2023 are at [Appendix 1](#).

2.5 Employment Rights Cases

The number of employment rights appeals received by the Court in 2023 was 788. 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 or the case was withdrawn at or prior to hearing or scheduling) in 2023 was 930.

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.

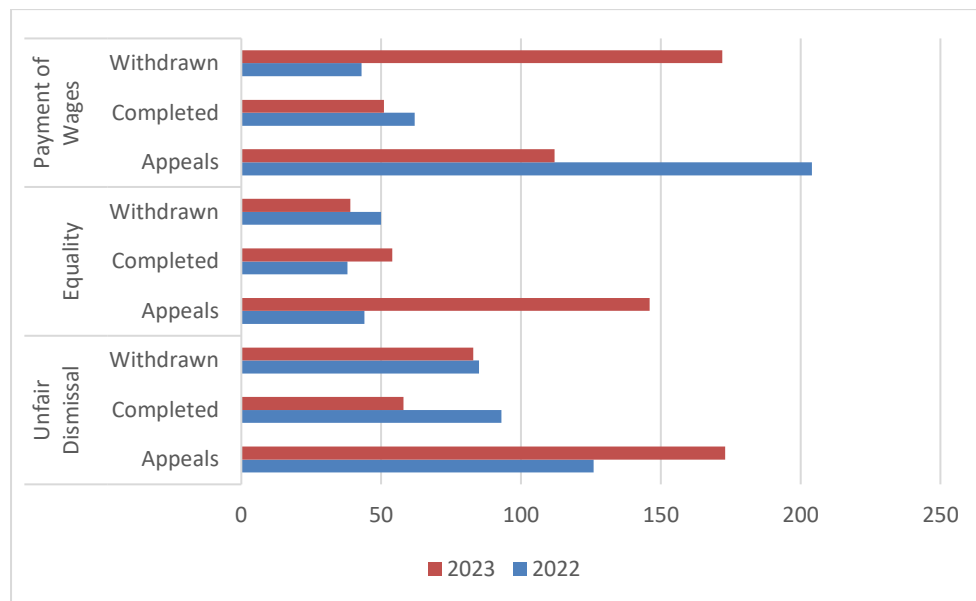
Fig 4: Employment rights appeals activity



Information on the profile of employment rights appeals received, completed and withdrawn in 2023 is at [Appendix 2](#).

Of the 788 employment rights appeals received by the Court during 2023, 54.5% 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.

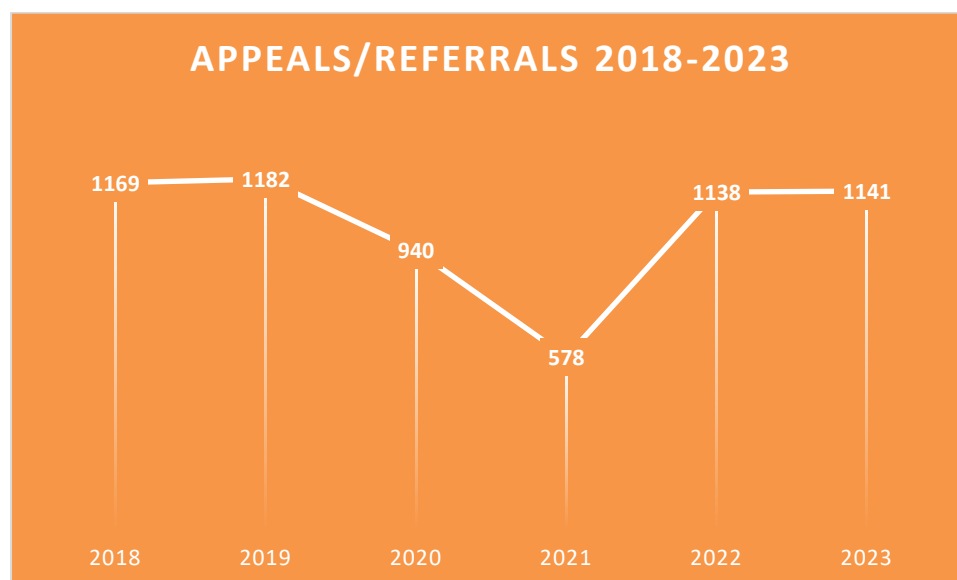
See [Appendix 2](#) for detailed case activity statistics.

Chapter 3 Dispute referrals

3.1 Five-year trend 2018 – 2023

The Court saw a stabilisation of referrals and appeals to the level seen in years preceding the pandemic.

Fig 7: Number of referrals of employment and industrial disputes 2017 – 2023



3.2 Industrial Relations Climate in 2023

There were, according to the CSO, twelve industrial disputes in progress in 2023 involving 3,326 workers, whereas 4,078 workers were involved in seven industrial disputes in 2022.

Table 1: Industrial disputes 2019 -2023

Category	2023	2022	2021	2020	2019
No. of Disputes	12	7	2	8	9
No. of Firms	32	50	2	8	9
No. of Workers	3,326	4,078	543	22,076	42,656
No. of Days Lost	4,203	5,256	1,515	21,704	**n/a

**The CSO were unable to establish the no. of days lost in Q4 2019 and therefore were unable to provide a total no. of days lost in 2019.

Source: Central Statistics Office

Chapter 4 - Other Activities during 2023

4.1 The 24th annual meeting of the ILO network of European Labour Court Judges



Delegates from across Europe at a welcome meeting in SIPTU Headquarters in Liberty Hall

The Labour Court hosted the 24th annual meeting of the ILO network of European Labour Court Judges in Dublin in September 2023. The group meets annually under the aegis of the International Labour Organisation (ILO). The ILO regularly contributes to the professional development of labour court judges and staff by providing vocational training and organising information symposia. The ILO collaborates with European Labour Courts and holds periodic meetings to discuss themes of common concern and to assess the evolution of labour law in their respective countries in light of key judicial decisions.

Topics discussed in Dublin in 2024 included “Strikes, essential services and minimum services” and “Work-related duties and obligations outside the workplace and beyond working time”. The network also discussed the apparent decline in referral rates across many of the countries. The Irish Labour Court with its remit extending across industrial relations dispute resolution and determination of employments rights based appeals is unique across the member organisations of the network.

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 2023.

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 2023

Agricultural Workers

No meetings of the JLC were convened in 2023 and no proposals for an ERO were formulated.

Catering

No meetings of the JLC were convened in 2023 and no proposals for an ERO were formulated.

Contract Cleaning

Proposals for a new ERO were adopted by the JLC on 23rd November 2023. As of the end of 2023 the 2022 S.I. was still extant. ([S.I. 110 of 2022](#)).

Hairdressing

No meetings of the JLC were convened in 2023 and no proposals for an ERO were formulated.

Hotels

No meetings of the JLC were convened in 2023 and no proposals for an ERO were formulated.

Retail, Grocery and Allied Trades

No meetings of the JLC were convened in 2023 and no proposals for an ERO were formulated.

Security Industry

A new ERO which amended the 2017 ERO for the Security Industry was signed by the Minister effective from 4th September 2023.

A copy of the ERO (S.I. 424 of 2023) can be found: [Here](#)

English Language Schools JLC

No meetings of the JLC were convened in 2023 and no proposals for an ERO were formulated.

Early Years Service

The Early Years Service JLC met on a number of occasions in 2023 but 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.

[S.I. No. 457 of 2022, Employment Regulation Order \(Early Years' Service Joint Labour Committee\) Order No. 1 2022](#)

[S.I. No. 458 of 2022, Employment Regulation Order \(Early Years' Service Joint Labour Committee\) Order No. 2 2022](#)

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 2023 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.

Activities in this Area in 2023

An application to register an Employment Agreement between Connect Trade Union and employers comprising the Overhead Powerline Contractors Group (OPCG) was received in October 2022 and was registered by the Court on 17th January 2023.

S.I. No. 229/2023 - Registered Employment Agreement (Overhead Powerline Contractors Group) Order 2023.

The Court received an application to vary the agreement on 6 November 2023. This application was being considered by the Court at the end of 2023.

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 2023

Construction Sector SEO

The Construction Sectoral Employment Order was signed by the Minister of State in April 2023 and commenced on the 18 September 2023. From September 2023 minimum hours rates of pay and minimum pension contributions increased in line with the terms set out in the Order itself.

The Order can be viewed at the link below:

[S.I. No. 207 of 2023, Sectoral Employment Order \(Construction Sector\) 2023](#)

Mechanical Engineering Sector SEO

In October 2023 the 2018 Sectoral Employment Order was quashed by the High Court following a challenge to it by the Association of Plumbing and Heating Contractors and no request for a new SEO was submitted in 2023.

5.0 Internal Services

Financial Management

The Labour Court is funded by the Exchequer, through the Department of Enterprise, Trade and Employment. Expenditure totalling €3,582,926 was incurred by the Court during 2023. This comprised €2,881,567 in respect of pay and €701,359 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 2022](#).

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

Memorandum of Understanding

In 2023 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 its submitted annual work programme as set out in [Appendix 6](#) and in accordance with all relevant legislation.



THE LABOUR COURT
An Chúirt Oibreachais



Appendix 1: Industrial relations statistics

Table 1.1 Profile of industrial relations cases received.

		2022	2023
Appeal of Adjudication Officer Decision	Section 13(9), Industrial Relations Act, 1969	106	151
	Section 10, Industrial Relations (Misc Prov) Act, 2004	0	9
	Section 45(B), Industrial Relations Act, 1946	3	2
Direct Referral	Section 20(1), Industrial Relations Act, 1969	52	99
	Section 20(2), Industrial Relations Act, 1969	1	5
	Section 2(1), Industrial Relations (Amendment) Act, 2001	0	0
	Section 26(5) Industrial Relations Act, 1990	0	1
	Section 12(1), Industrial Relations (Amendment) Act 2015	0	1
	Section 23(3), Industrial Relations (Amendment) Act 2015	4	9
	Section 42B(4), of the Industrial Relations Act, 1946	2	2
Conciliation Service	Section 26(1), Industrial Relations Act, 1990	79	74
Total		247	353

Table 1.2: Industrial relations cases activity 2023 by category

	Worker	Company	Withdrawn	Settled	Recommendations/Decisions	Upheld	Overturned	Varied	Outside Time Limit	Direct Referral
Industrial Relations Acts 1946-2015	0	0	0	0	0	0	0	0	0	0
S7, Industrial Relations Act, 1969	0	0	0	0	0	0	0	0	0	0
S10, IR (Misc Prov) Act 2004	9	0	1	0	1	1	0	0	0	0
Section 23(3), Industrial Relations (Amendment) Act, 2015	9	0	2	2	0	0	0	0	0	0
S32 Industrial Relations Act, 1946	0	0	0	0	0	0	0	0	0	0
S33(1) Industrial Relations Act, 1946	0	0	0	0	0	0	0	0	0	0
Section 2(1), Industrial Relations (Amendment) Act, 2001	0	0	0	0	0	0	0	0	0	0
Section 12 (1), Industrial Relations (Amendment) Act 2015	1	0	0	1	0	0	0	0	0	0
Section 13(9), Industrial Relations Act, 1969	151	0	49	7	68	28	16	21	0	3
Section 20(1), Industrial Relations Act, 1969	99	0	58	1	40	1	0	0	0	39
Section 20(2), Industrial Relations Act, 1969	5	0	0	0	2	0	0	0	0	2
Section 26(1), Industrial Relations Act, 1990	74	0	13	5	52	1	0	0	0	51
Section 26(5), Industrial Relations Act, 1990	1	0	0	0	1	0	0	0	0	1
Section 45(B) Industrial Relations Act, 1946	2	0	6	2	3	3	0	0	0	0
Section 42B(4), Industrial Relations Act, 1946	2	0	0	0	1	0	0	0	0	1
Grand Total	353	0	129	18	168	34	16	21	0	97
	Total received 353		Total completed 315			Total decisions 168				

Appendix 2: Employment rights statistics

Table 2.2: Profile of employment rights appeals received

Section /Act /Application	2023	2022	% change from 2022
Unfair Dismissal	173	125	138%
Section 8A Unfair Dismissals Acts, 1977	173	125	
Equality	146	97	151%
Section 83, Employment Equality Act, 1998	145	87	
Section 77(12), Employment Equality Act, 1998	1	10	
Payment of Wages	112	204	55%
Section 7, Payment of Wages Act, 1991	112	204	
Organisation of Working Time	80	248	32%
Section 28, Organisation of Working Time Act, 1997	80	248	
Terms of Employment	78	65	120%
Section 8, Terms of Employment (Information) Act, 1994-2018	78	65	
Minimum Notice & Terms of Employment	37	30	123%
Section 12A Minimum Notice & Terms of Employment Acts, 1973	37	30	
Redundancy Payments	44	27	163%
Section 39A Redundancy Payments Act 1967	44	27	
Protection of Employees on Transfer of Undertakings	15	7	214%
Section 11(1) EC (Protection of Employees on Transfer of Undertakings) Regulations, 2003	15	7	
Protected Disclosures	10	6	167%
Paragraph 2 of Schedule 2, Protected Disclosures Act, 2014	10	6	
Safety, Health & Welfare at Work	32	17	188%
Section 29, Safety, Health and Welfare at Work Act, 2005	32	17	
Protection of Employees (Fixed Term Work)	14	29	
Section 15, Protection of Employees (Fixed-Term Work) Act, 2003	14	29	48%
National Minimum Wage	6	8	75%
Section 29, National Minimum Wage Act, 2000	0	0	
Section 27(1), National Minimum Wage Act, 2000 and 2015	6	8	
Protection of Employees (Part-Time Work)	1	6	17%
Section 17-Protection of Employees (Part-time Work) Act, 2001	1	6	
Parental Leave	2	0	200%

Section 21(1), Parental Leave Acts, 1998 and 2006	0	0	
Section 19 (1), Parental Leave Acts, 1998 and 2006	2	0	
All other appeals received by the Court	38	22	172%
Section 21(2) of the Transnational Information & Consultation of Employees Act 1996	4	1	
Section 32(2), Maternity Protection Act, 1994	0	0	
Section 27 of the Paternity Leave and Benefit Act 2016	2	0	
Section 33(1), Maternity Protection Act, 1994	2	3	
Section 87(4) Schedule 6, of Consumer Protection Acts 2007	0	1	
Section 20 (2), Criminal Justice Act 2011	1	1	
Section 25 (2,) Protection of Employees (Temporary Agency Work) Act, 2012	4	3	
Section 4(6), Protections for Persons Reporting Child Abuse Act 1998	0	0	
Regulation 19, European Communities (Road Transport) (Organisation of Working Time of Persons Performing Mobile Road Transport Activities) Regulations, 2012	5	4	
Section 20 (1), Carer's Leave Act, 2001	0	2	
Section 67(5) of the Property Services Regulation Act 2011	1	0	
Section 42, European Communities (Protection of Employment) Regulations, 2000	0	1	
Schedule 4(1) of the European Communities (Occurrence Reporting in Civil Aviation) Regulations 2007	0	1	
Regulation 6 European Communities (Protection of Employment) Regulations 2000	2	1	
Section 16, European Communities (Organisation of Working Time) (Mobile Staff in Civil Aviation) Regulations, 2006	0	1	
Section 28 (7), Appeal of Compliance Notice	0	1	
Section 8A(5), Prevention of Corruption (Amendment) Act 2001	3	2	
Section 81E of the Pensions Act, 1990 as amended by the Social Welfare (Miscellaneous Provisions) Act 2004	7	0	
Section 81(1) of the Pensions Acts, 1990 to 2014	2	0	
Protection of Employment Act, 1977	4	0	
Schedule 2 of the Employment Permits Act, 2006	1		
Totals	788	891	88%

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 <u>before</u> the hearing	Programming Section	01 613 6666 or 0818 613666 Email info@labourcourt.ie
About a particular case <u>after</u> 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 2023

Table 5.1 Labour Court outturn 2023

Outturn	€
Pay	2,881,567
Non-pay	701,359
Total	3,582,926

Table 5.2 Main areas of non-pay expenditure

	€
IT Development	€339,503
Regional Hearings	€111,846
Office Equipment & Supplies	€59,221
Post Telephones	€55,600

Prompt Payments

During 2023 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 2023

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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THE LABOUR COURT
An Chúirt Oibreachais



Tuarascáil Bhliantúil na Cúirte Oibreachais, 2023



Arna chur i láthair don Aire Fiontar, Trádála agus Fostaíochta faoi Alt 23(1) den Acht Caidrimh Thionscail 1946

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An Chúirt Oibreachais in Uimhreacha (2023)



1141

Achomhairc/Atreoruithe



1513

Éisteachtaí Sceidealaithe



1248

Cásanna Críochnaithe



13 Chomhalta



22 ball den Fhoireann
Riaracháin
(20.4 CL)



€3.6 milliún caite



69 Éisteacht sa Seomra
Cúirte Fíorúil

Réamhrá an Chathaoirligh



Tá sé fós mar mhisean na Cúirte Oibreachais é seo a leanas:

“Socruithe ardchaighdeáin, cothroma agus neamhchlaonta a sholáthar chun díospóidí tionsclaíoch a réiteach agus chun achomhairc i ndíospóidí a chinneadh bunaithe ar an dlí fostaíochta.”

Lean an Chúirt ar aghaidh ag cur a Plean Straitéisigh do 2022-2024 i bhfeidhm i rith 2023 chun tacú leis an misean seo. Is féidir sonraí an phlean a fheiceáil ag www.labourcourt.ie.

Gníomhaíochtaí na Cúirte in 2023

Fuair an Chúirt 1141 achomharc agus atreorú in 2023 a bhí beagnach mar an gcéanna leis an líon a fuarthas in 2022, ba é sin 1138. As an 1141 a fuarthas in 2023, ba achomhairc a bhain le cearta fostaíochta iad 788 (69%) acu agus ba achomhairc agus atreoruithe caidrimh thionsclaíoch iad 353 (31%) acu. Léiríonn an patrún atreoraithe seo – cearta fostaíochta in aghaidh caidreamh tionsclaíoch – leanúint den treocht a breathnaíodh tar éis ritheadh an Achta um Chaidreamh san Áit Oibre, 2015. Bhain na hábhair go léir a bhain le hachomhairc ar chinntí Oifigigh Bhreithnithe sa dlí fostaíochta le díospóidí aonair, cé gur minic a bhíonn díospóidí idir grúpaí oibrithe agus a bhfostóir i gceist le hatreorú caidrimh thionsclaíoch.

Bhí 1,513 éisteacht sceidealaithe ag an gCúirt in 2023, lena n-áirítear éisteachtaí achomharc a fuarthas in 2023 agus blianta roimhe sin chomh maith leo siúd a athsceidealaiódh tar éis an chéad éisteacht sceidealaithe a chur siar nó a chur ar atráth. Tá an líon seo i gcomparáid le 1,485 éisteacht a bhí sceidealta in 2022.

Tarraingíodh siar 753 achomharc chuig an gCúirt in 2023, arb ionann é sin agus méadú 60% ar an líon a tarraingíodh siar in 2022 (457). As na 753 a tarraingíodh siar in 2023, tarraingíodh siar 486 tar éis dáta éisteachta a leithdháileadh ar na páirtithe i gcomparáid le 294 in 2022. Bhí 297 iarratas ar éisteachtaí sceidealta a chuir siar, laghdú ó 447 in 2022. In 2023, d’eisigh an Chúirt 425 moladh/socrú/cinneadh. Ina theannta sin, rinne an Chúirt imscrúdú ar 70 achomharc/atreorú a socraíodh ar deireadh sular eisíodh cinneadh.

Cuireann patrún an éilimh ó pháirtithe ar atráth agus éisteachtaí sceidealta a chuirtear ar atráth mar aon leis an bpatrún aistarraingthe achomharc díreach roimh dháta agus am na héisteachta sceidealta dúshlán mór roimh iarrachtaí na Cúirte éisteacht a chur ar fáil do pháirtithe chomh luath agus is féidir tar éis atreoraithe nó achomhairc. Is cur isteach an-chostasach ar chlár na Cúirte é cailteanas do-aisghabhála am éisteachta na Cúirte mar thoradh ar tharraingt siar achomhairc ar gearrfhógra.

Is é taithí na Cúirte nach dtagann cuid shuntasach d'iarratais ar éisteachtaí sceidealta a chur siar ó infhaighteacht na bpáirtithe díospóide iad féin ach óna n-ionadaithe a lorgaíonn go ndéanfaí clár na Cúirte a leasú agus a choigeartú trí thagairt don sceideal oibre nó clár gníomhaíochtaí eile an ionadaí. Is gnách go mbíonn moill shuntasach ar atreorú / achomharc na bpáirtithe a éisteacht agus a thabhairt chun críche mar thoradh ar aon éisteacht sceidealta a chur siar.

Ba é líon na n-éisteachtaí a réachtáladh sa Seomra Cúirte Fíorúil in 2022 ná 34, agus éisteachd 8 gcás ag baint úsáide as an tsaoráid Seomra Cúirte Hibride a cuireadh ar fáil i lár 2023. Tá sé ar intinn ag an gCúirt leanúint ar aghaidh leis na foirmeacha nua d'ionaid seomra cúirte seo a chur ar fáil do pháirtithe amach anseo.

Ceanglaíonn alt 41A den Acht Caidrimh Thionscail 1946 ar an gCúirt Oibreachais athbhreithniú a dhéanamh ar gach Comhchoiste Oibreachais (CCO) uair amháin ar a laghad gach cúig bliana tar éis thosach feidhme an Achta Caidrimh Thionscail (Leasú) 2012. Críochnaíodh athbhreithniú den sórt sin an 20 Aibreán 2018 agus mar sin, bhí athbhreithniú dlite faoin 19 Aibreán 2023. Críochnaíodh an t-athbhreithniú sin ar an 12 Aibreán 2023 agus mhol an Chúirt go gcoinneofaí gach CCO a bhí mar ábhar don Athbhreithniú.

Bhí sé de phribhléid ag an gCúirt Oibreachais an 24ú cruinniú bliantúil de líonra EIS de Bhreithiúna na Cúirte Oibreachais Eorpacha a óstáil i mBaile Átha Cliath i Meán Fómhair 2023. Ghlac toscairí ó ar fud na hEorpa páirt, agus tharla plé suimiúil, lena n-áirítear plé ar an laghdú ar líon na n-atreoruithe chuig binsí reachtúla ar fud na ndlínsí éagsúla.

Teicneolaíocht sa Seomra Cúirte

Bhí 2 phríomhfhorbairt bonneagair sa Chúirt Oibreachais in 2023 – ba é an chéad cheann ná uasghrádú ar an mbonneagar i gceann dár Seomraí Cúirte, chun freastal ar chianfhinnéithe nó páirtithe ar éisteachtaí. Críochnaíodh é seo i mí Iúil 2023. Ba é an dara forbairt ná córas nua Cásbhainistithe a críochnaíodh i mí na Samhna 2023. Soláthraíonn an córas nua seo ardán cuimsitheach chun gníomhaíochtaí na Cúirte a bhainistiú, a thaifeadadh agus anailís a dhéanamh orthu agus chun atreorú agus achomharc ar líne a éascú go díreach ó pháirtithe.

Tháinig an toradh a rabhtas ag súil leis ar éisteacht le cásanna i seomra cúirte fisiciúil i gcrích in 2023 agus laghdaíodh líon na gcásanna a éisteachd i Seomra Cúirte Fíorúil go 5% i gcomparáid le 39% in 2022. Mar sin féin, le tiomantas na Cúirte do sheirbhís inrochtana a sholáthar dá húsáideoirí, beidh úsáid leanúnach á baint as an teicneolaíocht ionas gur féidir le daoine freastal ar éisteachtaí ó áiteanna iargúlta. Cuireadh an áis chun Éisteachtaí Cúirte Hibride a réachtáil, áit ar féidir le páirtí freastal ar éisteacht fhisiciúil go fíorúil, ar fáil i lár 2023. Réachtáladh ocht n-Éisteacht Hibride in 2023 agus cuireann an fhorbairt ar úsáid na háise seo amach anseo go dearfach leis na roghanna atá ar fáil don Chúirt agus dá húsáideoirí agus cuireann sé feabhas ar sheachadadh na seirbhíse poiblí.

Athruithe ar Chomhaltas Cúirte le linn 2023

Chuaigh Arthur Hall, comhalta ionadaíoch oibrithe, ar scor an 7 Iúil 2023 tar éis dul in éag dá théarma oifige. Bhí post ag Arthur mar chomhalta ionadaíoch oibrithe ó ceapadh é i mí Iúil 2017. Chuir an tUasal Hall go mór le hobair na Cúirte le linn a théarma lena n-áirítear trí am dúshláin agus athraithe a tharla de bharr na tréimhse suaite a tharla de bharr na paidéime sláinte domhanda.

Chuaigh Tom Geraghty ar scor mar Leas-Chathaoirleach na Cúirte an 29 Deireadh Fómhair 2023 tar éis dul in éag dá théarma oifige. Ceapadh an tUasal Geraghty mar Leas-Chathaoirleach i mí

Dheireadh Fómhair 2018 tar éis tar éis a ghairmréim mór le rá i ngluaiseacht na gceardchumann agus d'fheidhmigh sé le gradam ar an gCúirt le linn a théarma oifige.

Tar éis deireadh a chur le téarma oifige an Uasail Geraghty agus an Uasail Hall araon, chinn an tAire athbhreithniú a dhéanamh ar ualach oibre agus acmhainní na Cúirte ag an am sin. Rinneadh an measúnú ar ualach oibre agus acmhainní i gcomhthéacs ghealltanais an Aire chun a chinntiú go leanfadh an Chúirt le hacmhainní leordhóthanacha a bheith aici chun a feidhmeanna reachtúla a chomhlíonadh gan aon mhoill mhírreasúnta ag eascairt as diúscairt achomharc agus atreoruithe.

Chuidigh an Chúirt leis an measúnú sin ar ualach oibre agus acmhainní ag an Aire in 2023. I ndeireadh na dála chinn an tAire, ag féachaint don mheasúnú sin, nach líonfaí folúntais a thiocfadh chun cinn sa Chúirt ag an am sin. Ag teacht ar an gconclúid sin, dheimhnigh an tAire don Chúirt go mbeadh an cheist fós faoi athbhreithniú gníomhach ag féachaint d'ualach oibre na Cúirte de réir mar a tháinig sé chun cinn le himeacht ama.

Ba é éifeacht an chinnidh sin go laghdófaí líon rannáin na Cúirte ó cheithre cinn go trí cinn faoi dheireadh ráithe a haon in 2024.

Agus an cinneadh seo á dhéanamh aige, dheimhnigh an tAire don Chúirt go gcuirfí acmhainní leordhóthanacha ar fáil don Chúirt amach anseo chun a feidhmeanna reachtúla a chomhlíonadh go héifeachtach gan mhoill a bheith ann mar gheall ar neamhdhóthanacht acmhainní.

Aitheantas

Ba mhaith liom aitheantas a thabhairt do thiomantas leanúnach Chomhaltaí agus fhoireann na Cúirte Oibreachais le linn 2023. Is í an tosaíocht leanúnach do chomhaltaí agus don fhoireann ná seirbhís phoiblí den scoth a sholáthar.

Ba mhaith liom aitheantas a thabhairt don tacaíocht a thug an Ceannaire Riaracháin, Uasal Bernie Byrne, domsa agus don Chúirt i rith na bliana. Lean a ceannaireacht ar fhoireann riaracháin thiomanta éifeachtach na Cúirte de bheith mar bhonn agus mar thaca ag oibriú rianúil na Cúirte le linn 2023.

Tá an tacaíocht a thugann an Roinn Fiontar, Trádála agus Fostaíochta don Chúirt ríthábhachtach do sheachadadh feidhmeanna reachtúla na Cúirte. D'fhan caidreamh na Cúirte leis an Roinn cuiditheach i gcónaí. Ba mhaith liom buíochas a ghabháil leis an Dr Orlaigh Quinn, Ard-Rúnaí na Roinne, agus lena comharba sa ról, Declan Hughes, as an tacaíocht riachtanach sin a sholáthar, agus buíochas a ghabháil le Dermot Mulligan, Ard-Rúnaí Cúnta sa Rialáil san Ionad Oibre agus san Imirce Eacnamaíoch (WREM) freisin as ucht a thacaíochta i rith na bliana. Ar deireadh, ba mhaith liom aitheantas ar leith a thabhairt don tacaíocht riachtanach agus éifeachtach i gcónaí a thug Tara Coogan, Príomhoifigeach agus a foireann i rannán WREM na Roinne.

Kevin Foley
Cathaoirleach

Caibidil 1 Feidhmeanna na Cúirte Oibreachais

1.1 Réamhrá ginearálta

Bunaíodh an Chúirt Oibreachais leis an Acht Caidrimh Thionscail 1946 le feidhmeanna deartha chun cabhrú le réiteach saincheisteanna caidrimh thionsclaíoch. Feabhsaíodh freagrachtaí agus ról na Cúirte go mór thar na blianta mar thoradh ar an méadú ar reachtaíocht fostaíochta náisiúnta agus Eorpach, lena n-áirítear achtú an Achta um Chaidreamh san Áit Oibre 2015, a fhorálann go bhfuil dlínse achomhairc amháin ag an gCúirt Oibreachais anois i ngach díospóid a eascraíonn faoi achtacháin cearta fostaíochta.

Is féidir ról na Cúirte a roinnt go leathan idir a cuid oibre caidrimh thionsclaíoch (na saincheisteanna sin a thagann chun na Cúirte faoi fhorálacha na nAchtanna Caidrimh Thionscail), agus a cuid oibre ar chearta fostaíochta (na cásanna / achomhairc sin a tarchuireadh chuici faoi aon cheann de na Cearta Fostaíochta reachtanna).

Ráiteas Misin na Cúirte Oibreachais

Socruithe ardchaighdeáin, cothroma agus neamhchlaonta a sholáthar chun díospóidí caidrimh thionsclaíoch a réiteach agus chun achomhairc i ndíospóidí a chinneadh bunaithe ar an dlí fostaíochta.

1.2 Caidreamh Tionsclaíoch

Foráiltear leis na hAchtanna Caidrimh Thionscail, 1946 go 2015 do rannpháirtíocht na Cúirte Oibreachais sa réimse caidrimh thionscail, agus áirítear leis seo:

Imscrúdú ar Dhíospóidí Caidrimh Thionscail

Beidh cuid mhór de na díospóidí caidrimh thionsclaíoch a thagann chun na Cúirte lena n-imscrúdú cheana féin ina n-ábhar iarrachtaí chun réiteach comhaontaithe a bhaint amach trí chomhréiteach ag an gCoimisiún um Chaidreamh san Áit Oibre (CCÁO). Déantar díospóid a 'tharchur' chuig an gCúirt nuair a iarrann an dá pháirtí ar an gCúirt an díospóid a imscrúdú. Nuair a dhéantar an t-iarratas sin réachtáilfaidh an Chúirt éisteacht, agus ina dhiaidh sin féadfaidh sí, agus go hiondúil, 'Moladh' a eisiúint ina leagfar amach tuairim na Cúirte, bunaithe ar thuillteanais na díospóide, maidir leis an gcaoi ar cheart an díospóid a réiteach. Níl an moladh ina cheangal ar na páirtithe, ach táthar ag súil go ndéanfaidh páirtithe breithniú tromchúiseach agus ceart ar an moladh a d'iarr siad níos luaithe, ón gCúirt Oibreachais mar '*Chúirt na rogha dheiridh um chaidreamh tionscail*'.

Mar mhalairt ar dhul ar aghaidh trí chomhréiteach leis an CCÁO, féadfaidh páirtí amháin nó an dá pháirtí díospóidí, de réir alt 20 den Acht Caidrimh Thionscail 1969, a tharchur go díreach chuig an gCúirt agus gealltanas tugtha don Chúirt roimh ré ag an bpáirtí atreoraithe chun glacadh le moladh na Cúirte san ábhar.

Tá forálacha speisialta faoin Acht Caidrimh Thionscail (Leasú) 2001 go 2015 a bhaineann le díospóidí nuair nach bhfuil socruithe caibidlíochta i bhfeidhm laistigh den fhostaíocht. I gcás den sórt sin, tá sé

de chumhacht ag an gCúirt moladh a eisiúint tar éis a himscrúdaithe, agus, mura gcloítear le téarmaí an mholta, ‘Cinneadh’ infhorghníomhaithe a eisiúint ar iarratas.

Achomhairc in aghaidh Moltaí an Oifigigh Bhreithnithe

Féadfar díospóid caidrimh thionsclaíoch a bhaineann le hoibrí amháin, nó líon beag oibríthe a tharchur ar dtús chuig Oifigeach Breithnithe de chuid an Choimisiúin um Chaidreamh san Áit Oibre le haghaidh Moladh de réir alt 13 den Acht Caidrimh Thionscail 1969. Féadfaidh ceachtar páirtí achomharc a dhéanamh chuig an gCúirt Oibreachais i gcoinne Moladh an Oifigigh Bhreithnithe agus tar éis éisteacht leis na páirtithe, eiseoidh an Chúirt ‘Cinneadh’ atá ina cheangal ar na páirtithe.

Clárú Comhaontuithe Fostaíochta

Déantar cur síos ar obair na Cúirte sa réimse seo níos déanaí sa Tuarascáil Bhliantúil seo. Go ginearálta, is éard a bheidh i gceist leis ná go glóróidh an Chúirt comhaontú maidir le pá agus coinníollacha fostaíochta oibríthe d’aon aicme, cineál nó grúpa, déanta idir ceardchumann, nó ceardchumainn oibríthe agus fostóir amháin nó níos mó, nó ceardchumann fostóirí nach bhfuil ina cheangal ach ar na páirtithe sa chomhaontú maidir le hoibríthe den aicme, den chineál nó den ghrúpa sin.

Clárú Comhaontuithe

Formheasann an Chúirt comhaontuithe comhchoiteanna freisin de réir Alt 24 den Acht um Eagrú Ama Oibre, 1997 agus de réir an Sceidil a ghabhann leis an Acht um Chosaint Fostaithe (Obair Pháirtaimseartha) 2001. Ní raibh aon chomhaontuithe ceadaithe faoi alt 24 d’Acht 1997 nó de réir an Sceidil d’Acht 2001 in 2022.

Orduithe Fostaíochta Earnála

Ar iarratas a fháil, féadfaidh an Chúirt Oibreachais scrúdú a dhéanamh ar phá, pinsin agus teidlíochtaí pá breoiteachta oibríthe in earnáil ar leith agus, má mheasann sí gur cuí sin, moladh a dhéanamh don Aire ar an ábhar. Féadfaidh na daoine seo a leanas iarratas a dhéanamh chuig an gCúirt Oibreachais:

- Ceardchumann oibríthe;
- Ceardchumann nó eagraíocht fostóirí; nó
- Ceardchumann oibríthe i gcomhpháirt le ceardchumann, nó eagraíocht fostóirí

Caithfidh ceardchumann na n-oibríthe agus eagraíocht na bhfostóirí a bheith ionadaíoch go mór ar na hoibríthe agus na fostóirí san earnáil lena mbaineann an t-iarratas.

Más rud é, tar éis moladh a fháil ón gCúirt, go bhfuil an tAire sásta go bhfuil an próiseas dá bhforáiltear san **Acht Caidrimh Thionscail (Leasú), 2015** comhlíonta ag an gCúirt Oibreachais, déanfaidh sé/sí an tOrdú. I gcás go ndéanfar ordú den sórt sin beidh sé ina cheangal ar fud na hearnála lena mbaineann sé.

Comhchoistí Oibreachais/Orduithe Rialaithe Fostaíochta

Cuimsíonn Comhchoiste Oibreachais (CCO) ionadaithe fostóirí agus oibríthe san earnáil tionscail ábhartha faoi chathaoirleach neamhspleách. Tá Comhchoiste Oibreachais go hiomlán neamhspleách ar an gCúirt Oibreachais i gcomhlíonadh a fheidhmeanna reachtúla. Nuair a thagann sé ar chomhaontú maidir le téarmaí agus coinníollacha gur chóir a bheith cumhdaithe in Ordú Rialaithe Fostaíochta, foilsíonn an CCO sonraí agus lorgaíonn sé aighneachtaí ón bpobal. Tar éis aon aighneachtaí a

bhreithniú, féadfaidh an Coiste moltaí a dhéanamh don Chúirt chun Ordú Rialaithe Fostaíochta (ORF) a dhéanamh.

Tar éis moladh den sórt sin a fháil féadfaidh an Chúirt Oibreachais Moladh a dhéanamh don Aire.

Is ionstraim reachtúil é ORF a leagann amach pá agus coinníollacha fostaíochta a bhaineann le gráid shonraithe, nó le catagóirí oibríthe in earnáil ar leith. De bhun moltaí a fuarthas ón CCO don earnáil sin atá glactha ag an gCúirt Oibreachais, féadfaidh an tAire Fiontar, Trádála agus Fostaíochta ordú a dhéanamh ag deimhniú téarmaí an ORF, má tá sé/sí sásta gur comhlíonadh na coinníollacha reachtúla. Ní foláir gach ordú a dhéanfaidh an tAire a chur faoi bhráid dhá Theach an Oireachtais agus féadfar é a chur ar neamhní le rún ó cheachtar Teach.

Cóid Chleachtais

Déanann an tAcht Caidrimh Thionscail 1990 foráil maidir le dréacht 'Cóid Chleachtais' a ullmhú ag an gCoimisiún le cur faoi bhráid an Aire maidir le caidreamh tionscail. I gcás ina bhfuil cód den sórt sin i bhfeidhm, féadfar iarratas a dhéanamh chuig an gCúirt Oibreachais chun a théarmaí a léirmhíniú. Chomh maith leis sin, féadfar gearán a dhéanamh leis an gCúirt maidir le sárú ar chód.

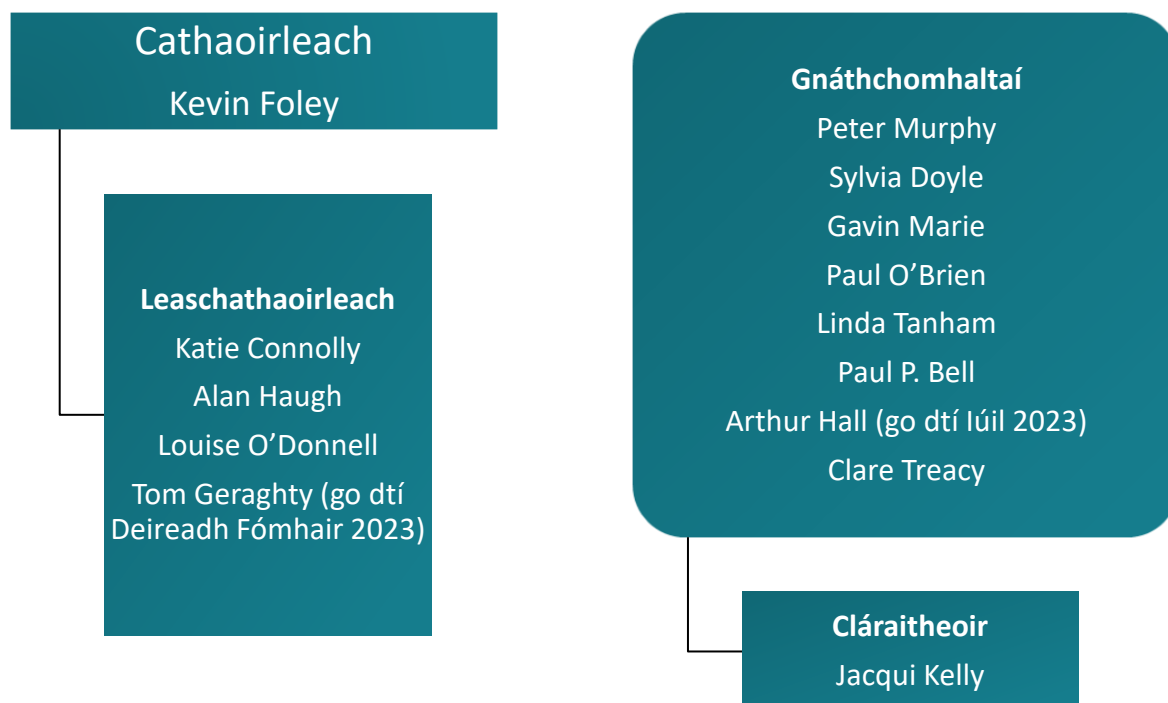
1.3 Cearta fostaíochta

Is éard atá i gceist le príomhobair na Cúirte i réimse na gceart fostaíochta ná feidhmiú mar an comhlacht achomhairc aonair chun achomharc a dhéanamh ar chinntí Oifigigh Bhreithnithe an CCÁO arna ndéanamh faoi achtacháin um chearta fostaíochta.

1.4 Struchtúr na Cúirte Oibreachais

An Chúirt Oibreachais

Ag tús 2023 bhí 13 chomhalta lánaimseartha sa Chúirt Oibreachais: Cathaoirleach, ceathrar Leas-Chathaoirligh agus ochtar Gnáthchomhaltaí, ceathrar acu ar Chomhaltaí Fostóra iad agus ceathrar Comhaltaí Oibrithe. Ba é cinneadh an Aire in 2023, tar éis measúnú a dhéanamh ar obair a bhí idir lámha ag an RFTF, nach líonfaí folúntais a thiocfadh chun cinn sa Chúirt sa chaoi is go laghdófaí, i bhfeidhmiú, líon rannán na Cúirte ó cheithre cinn go trí cinn faoi dheireadh ráithe a haon 2024.





Grianghraf den Chúirt agus den Chláraitheoir i mí Eanáir 2023.

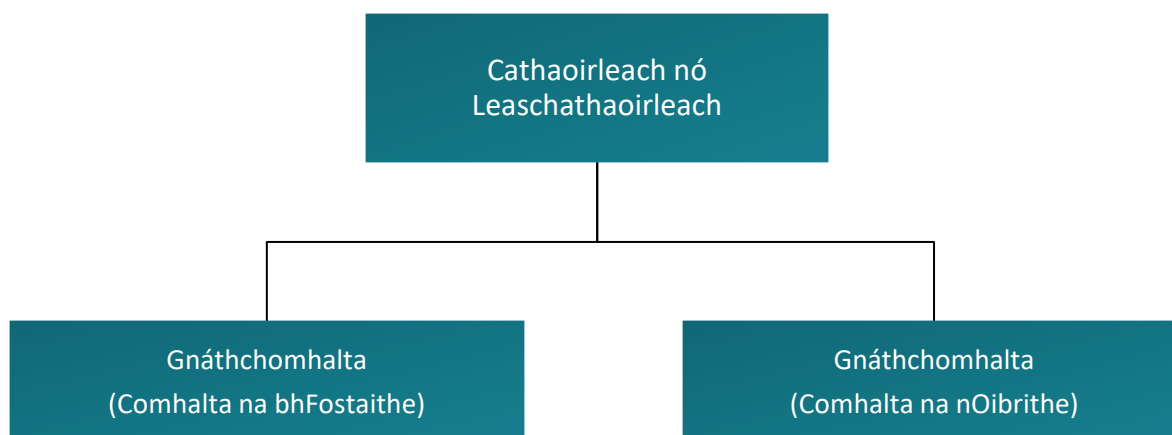
Ina seasamh: Clé go deis – Jacqui Kelly, Peter Murphy, Paul P. Bell, Sylvia Doyle, Gavin Marie, Arthur Hall, Clare Tracey, Paul O’Brien agus Linda Tanham.

Ina suí: Clé go deis – Tom Geraghty, Louise O’Donnell, Kevin Foley, Katie Connolly agus Alan Haugh.

Tabhair do d’aire: Ceapadh an Cathaoirleach, an Leas-Chathaoirleach agus an Cláraitheoir tar éis comórtais phoiblí a bhí á chomhordú ag an tSeirbhís um Cheapacháin Phoiblí. Is é an tAire Fiontar, Trádála agus Fostaíochta a cheapann Gnáthchomhaltaí tar éis ainmniúchán Comhaltaí Fostóirí ag IBEC agus ainmniúchán Comhaltaí Oibrithe ag an ICTU.

Éisteacht

Tionólaíonn Rannán den Chúirt a cheapann an Cathaoirleach chun na críche sin gach éisteacht den Chúirt. Tá Rannán den Chúirt comhdhéanta de Chathaoirleach (nó Leas-Chathaoirleach) na Cúirte, Comhalta Oibrithe agus Comhalta Fostóra.

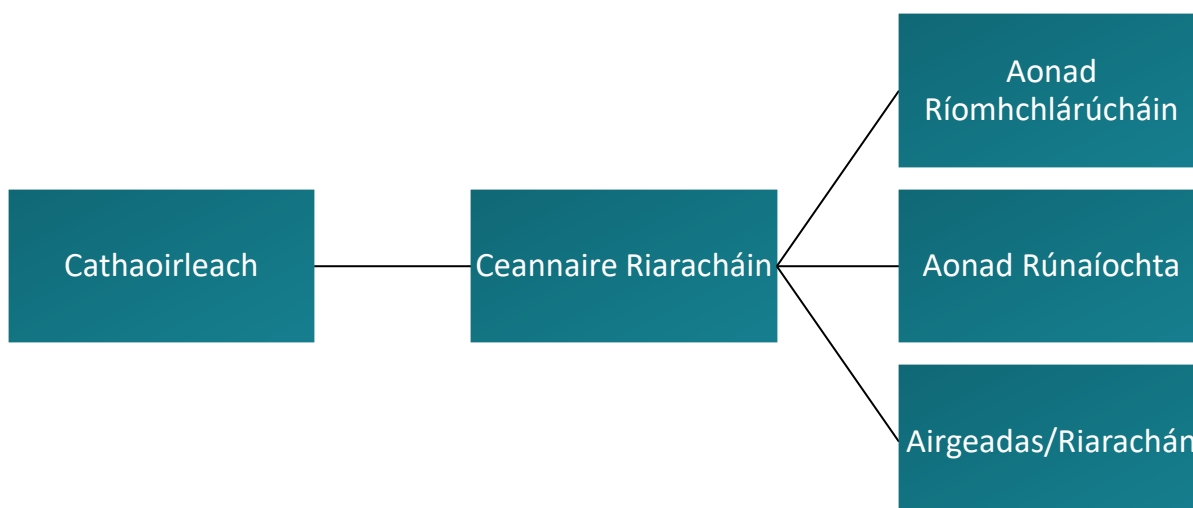


Clárúitheoir

Is é Clárúitheoir na Cúirte Oibreachais, atá ina Shealbhóir Oifige Reachtúil, comhairleoir dlí na Cúirte agus cuireann sé seirbhísí dlí agus comhairle ar fáil don Chúirt Oibreachais agus í ag comhlíonadh a feidhmeanna reachtúla.

Riarachán na Cúirte Oibreachais

Tacaítear leis an gCúirt Oibreachais ina feidhm ó sheirbhís riaracháin ina bhfuil fostaithe buana ar státseirbhísigh iad agus atá mar chuid de bhunaíocht foirne na Roinne Fiontar, Trádála agus Fostaíochta, atá sannta don Chúirt Oibreachais faoi láthair.



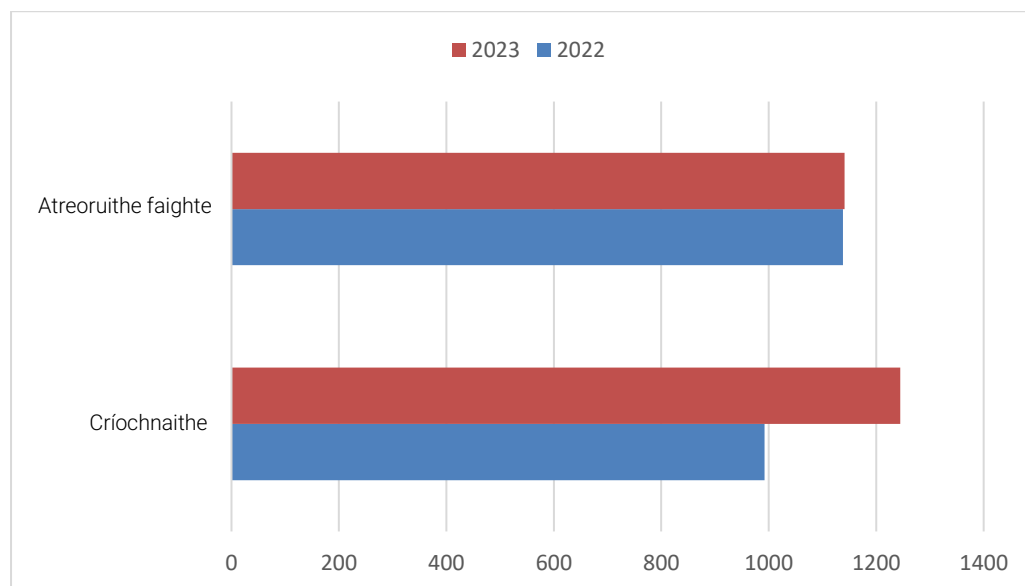
Caibidil 2 An Bhliain faoi Athbhreithniú

2.1 Ceannlínte

Le linn 2023, rinne an Chúirt Oibreachais an méid seo a leanas:

- Fuair sí 1141 achomharc/atreorú;
- Sceidealaíodh 1513 éisteacht;
- Deonaíodh 297 cur siar;
- Cuireadh 1248 cás i gcrích (cásanna a cinneadh, a socraíodh nó a tarraingíodh siar); agus
- Bhí 234 achomharc / atreorú réidh le bheith cláraithe ag deireadh 2023.

Fíor 1: Gníomhaíochtaí ceannlíne



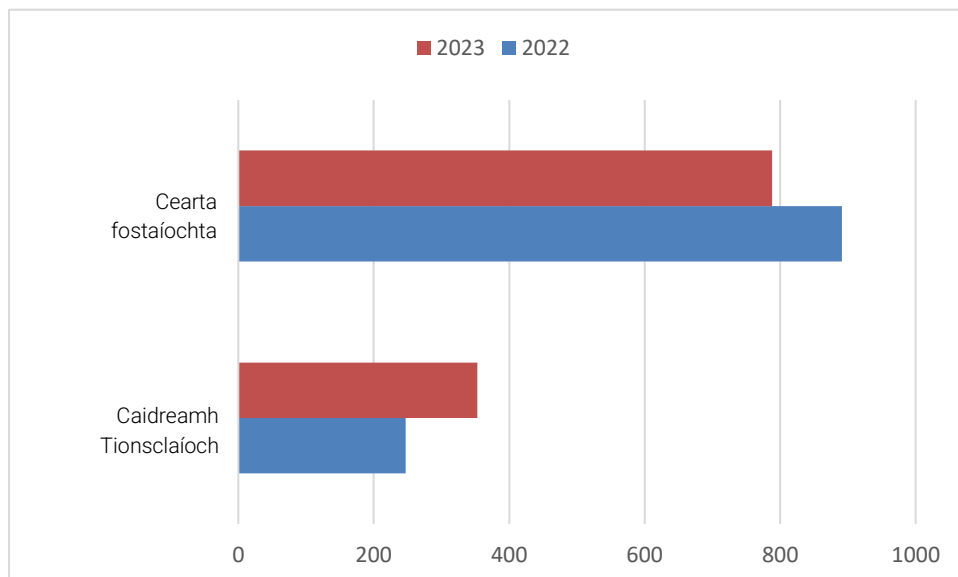
2.2 Achomhairc chun na Cúirte

Ar an iomlán, bhí líon na n-achomharc chuig an gCúirt Oibreachais in 2023 fós seasmhach i gcomparáid leis an mbliain roimhe sin (ó 1138 go 1141).

B'ionann Atreoruithe agus Achomhairc faoi na hAchtanna Caidrimh Thionscail 1946 go 2015 agus 31% d'iomlán na n-atreoruithe / achomhairc. Léirigh an aicme atreoraithe / achomhairc seo méadú foriomlán de 43% i gcomparáid le líon na n-achomharc dá leithéid a fuarthas in 2022 (ó 247 go 353).

B'ionann achomhairc faoi reachtaíocht cearta fostaíochta agus 69% de na cásanna a tháinig chun na Cúirte, titim 12% ar an mbliain roimhe sin.

Fíor 2: Achomhairc chaidrimh thionsclaíoch agus cearta fostaíochta chun na Cúirte



Féach Aguisíní [1](#) agus [2](#) le haghaidh miondealú mionsonraithe ar na príomhfhigiúirí achomhairc seo.

2.3 Éisteachtaí sceidealaithe

Bhí 1,513 éisteacht san iomlán sceidealaithe ag an gCúirt in 2023, agus bhí 4.5% díobh sin sceidealaithe i Seomra Cúirte Fíorúil. Deonaíodh 297 cur siar san iomlán le linn 2023. Tarraingíodh 753 cás siar san iomlán agus bhain 486 díobh sin le cásanna a bhí sceidealaithe le héisteacht. Bhí tionchar suntasach ag aistarraingtí den sórt sin, go háirithe nuair a tharla siad go gairid roimh an dáta sceidealta agus am na héisteachta, ar chumas na Cúirte a cuid acmhainní a bhainistiú go héifeachtach maidir le leithdháileadh am éisteachta an tseomra Cúirte.

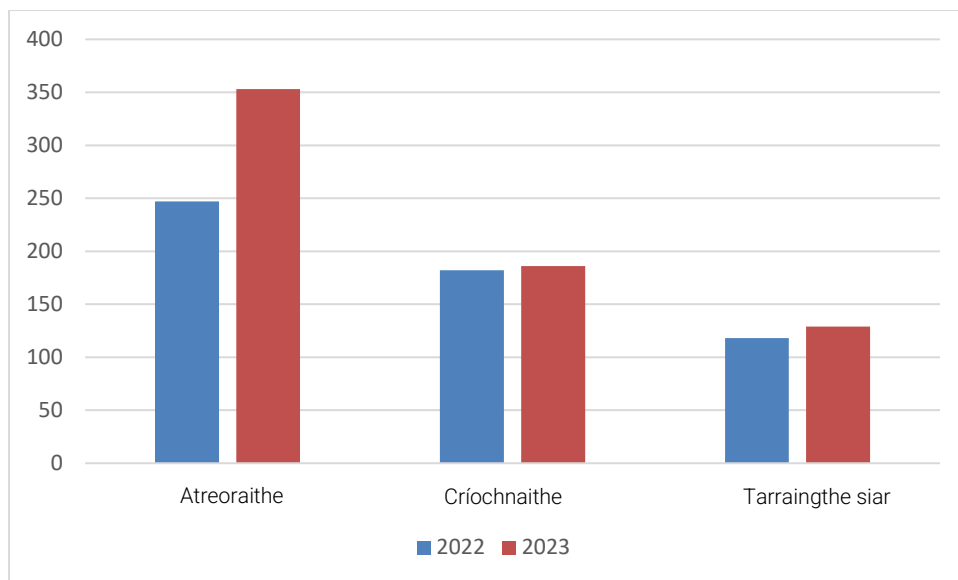
Tháinig laghdú suntasach ar líon na n-éisteachtaí a reáchtáladh sa Seomra Cúirte Fíorúil le linn 2023.

2.4 Cásanna Caidrimh Thionscail

Fuarthas 353 cás faoi na hAchtanna Caidrimh Thionscail 1946-2015. Ba é líon na gcásanna a críochnaíodh (i.e. ar eisíodh moladh, socrú nó cinneadh ina leith, nó ar shocraigh an páirtí atreoraithe an cheist) in 2023 ná 186 (315 cás a tarraingíodh siar san áireamh).

Is féidir téacs gach ceann de na cásanna caidrimh thionsclaíoch inar eisigh an Chúirt moladh a fheiceáil ar shuíomh Gréasáin na Cúirte www.labourcourt.ie.

Fíor 3: Gníomhaíocht ar chásanna caidrimh thionscail



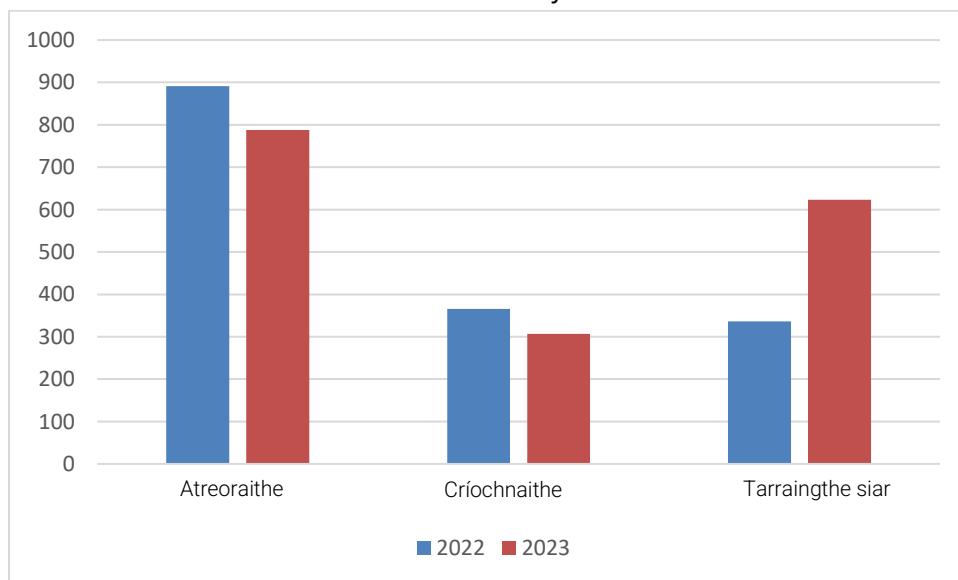
Tá faisnéis ar phróifíl na gcásanna caidrimh thionsclaíoch a fuarthas agus a críochnaíodh in 2023 in [Aguisín 1](#).

2.5 Cásanna maidir le cearta fostaíochta

Ba é 788 líon na n-achomharc ar chearta fostaíochta a fuair an Chúirt in 2023. Ba é líon na gcásanna a críochnaíodh (i.e. ar eisíodh moladh, socrú nó cinneadh ina leith nó ar socraíodh an t-ábhar roimh éisteacht nó ag éisteacht nó ar tarraingíodh siar an cás ag an éisteacht nó roimh an éisteacht nó an am sceidealaithe) in 2023 ná 930.

Is féidir téacs gach achomharc inar eisigh an Chúirt Cinneadh a fheiceáil ar shuíomh gréasáin na Cúirte www.labourcourt.ie.

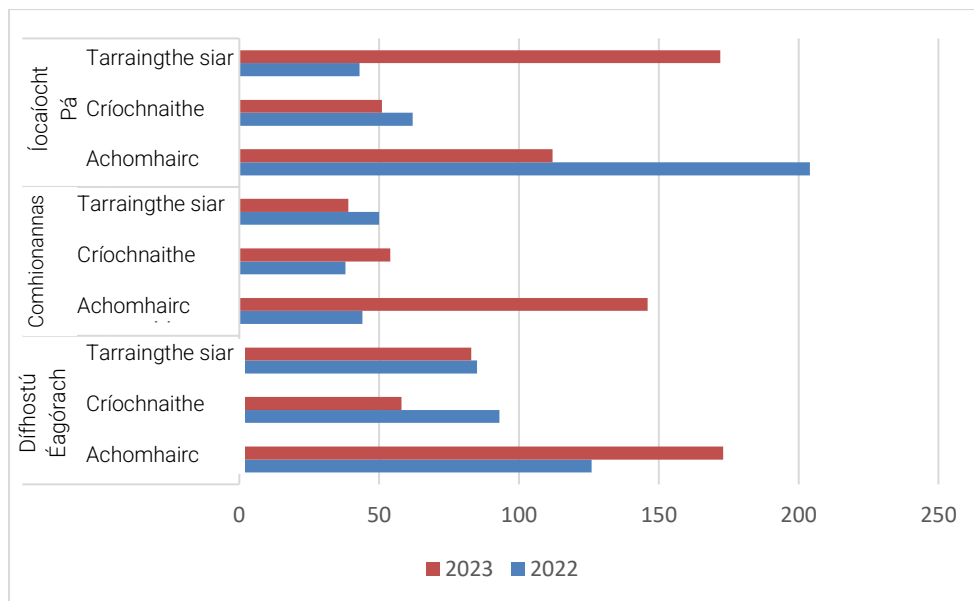
Fíor 4: Gníomhaíocht achomhairc um chearta fostaíochta



Tá faisnéis ar phróifíl na n-achomharc ar chearta fostaíochta a fuarthas, a críochnaíodh agus a tarraingíodh siar in 2023 in [Aguisín 2](#).

As na 788 achomharc um chearta fostaíochta a fuair an Chúirt le linn 2023, bhain 54.5% le hachomhairc faoi na hAchtanna um Dhífhostú Éagórach, 1977 - 2015, na hAchtanna um Chomhionannas Fostaíochta, 1998 - 2021 agus an tAcht um Íoc Pá, 1991.

Fíor 5: Gníomhaíocht Achomhairc maidir le Dífhostú Éagórach, Comhionannas agus Íocaíocht Pá



Chomh maith leis sin, tá sé mar fheidhm ag an gCúirt Oibreachais achomhairc a chinneadh faoi chinntí Oifigigh Bhreithnithe faoin raon iomlán reachtaíochta um chosaint fostaíochta atá ann faoi láthair.

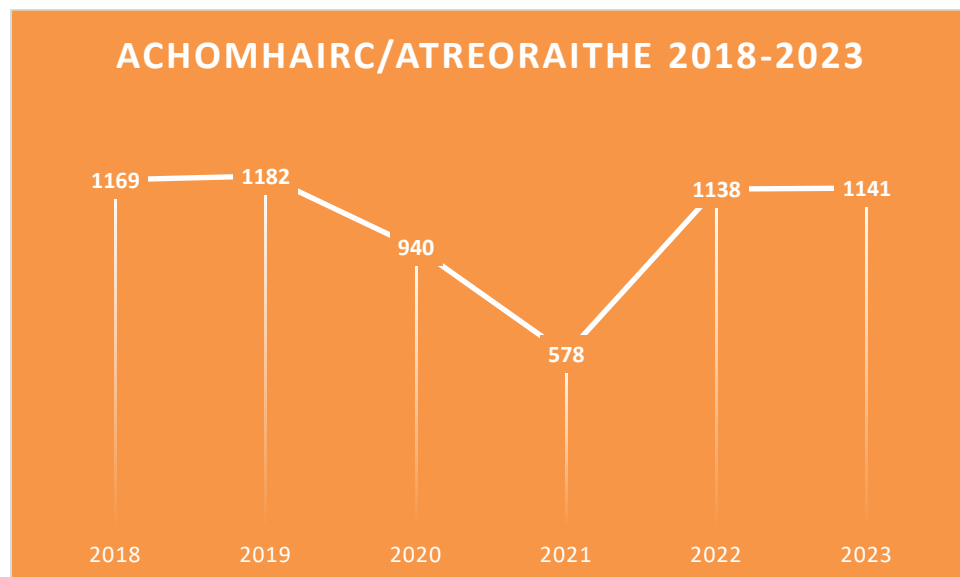
Féach [Aguisín 2](#) le haghaidh staitisticí mionsonraithe maidir le gníomhaíocht cháis.

Caibidil 3 Atreoruithe aighnis

3.1 Treocht ar feadh cúig bliana 2018 – 2023

Chonaic an Chúirt cobhsú ar atreoruithe agus ar achomhairc chuig an leibhéal a chonacthas sna blianta roimh an bpaindéim.

Fíor 7: Líon na n-atreoruithe díospóidí fostaíochta agus tionscail 2017 – 2023



3.2 Na hAchtanna Caidrimh Thionsclaíoch in 2023

De réir an Phríomh-Oifig Staidrimh, bhí dhá dhíospóid thionsclaíoch déag ar siúl in 2023 a raibh baint ag 3,326 oibrí leo, agus bhí baint ag 4,078 oibrí le seacht ndíospóid thionsclaíoch in 2022.

Tábla 1: Díospóidí tionscail 2019 -2023

Catagóir	2023	2022	2021	2020	2019
Líon na nDíospóidí	12	7	2	8	9
Líon na nGnólachtaí	32	50	2	8	9
Líon na nOibrithe	3,326	4,078	543	22,076	42,656
Líon na Laethanta Cailte	4,203	5,256	1,515	21,704	**n/b

**Ní raibh an Phríomh-Oifig Staidrimh in ann líon na laethanta a cailleadh i R4 2019 a mheas agus mar sin ní raibh siad in ann líon iomlán na laethanta a cailleadh in 2019 a sholáthar.

Foinse: an Phríomh-Oifig Staidrimh

Caibidil 4 - Gníomhaíochtaí Eile le linn 2023

4.1 An 24^ú cruinniú bliantúil de líonra EIS de Bhreithiúna na Cúirte Oibreachais Eorpaí



Toscairí ó ar fud na hEorpa ag cruinniú fáilte i gCeancheathrú CSTGT i Halla na Saoirse

D'óstáil an Chúirt Oibreachais an 24^ú cruinniú bliantúil de líonra EIS de Bhreithiúna na Cúirte Oibreachais Eorpaí i mBaile Átha Cliath i Meán Fómhair 2023. Tagann an grúpa le chéile gach bliain faoi choimirce na hEagraíochta Idirnáisiúnta Saothair (EIS). Cuidíonn an EIS go rialta le forbairt ghairmiúil na mbreithiúna agus na foirne sa chúirt saothair trí ghairmoiliúint a chur ar fáil agus siompóisiamáí faisnéise a eagrú. Comhoibríonn an EIS le Cúirteanna Oibreachais Eorpacha agus reachtálann sé cruinnithe tréimhsiúla chun téamaí comhchúraim a phlé agus chun éabhlóid an dlí saothair ina dtíortha faoi seach a mheas i bhfianaise príomhchinntí breithiúnacha.

I measc na n-ábhar a pléadh i mBaile Átha Cliath in 2024 bhí “Stailceanna, seirbhísí riachtanacha agus íos-seirbhísí” agus “Dualgais agus oibleagáidí a bhaineann le hobair lasmuigh den ionad oibre agus níos faide ná am oibre”. Phléigh an líonra an laghdú dealraitheach ar rátaí atreoraithe ar fud go leor de na tíortha freisin. Tá Cúirt Oibreachais na hÉireann agus a sainchúram ag síneadh trasna réitigh

díospóide caidrimh thionsclaíoch agus cinneadh ar achomhairc bunaithe ar chearta fostaíochta uathúil ar fud bhalleagraíochtaí an líonra.

4.2 Comhchoistí Oibreachais

Déanann na hAchtanna Caidrimh Thionscail 1946 - 2015 foráil do chóras Comhchoistí Oibreachais (CCOanna), ar meicníocht é a cheadaíonn íosrátaí reachtúla pá agus coinníollacha fostaíochta a shocrú in earnálacha tionscail ar leith trí mheicníocht na nOrduithe Rialaithe Fostaíochta (ORFanna).

Cuimsíonn CCO ionadaithe fostóirí agus oibrithe san earnáil ábhartha faoi chathaoirleach neamhspleách arna cheapadh ag an Aire. Is í an Chúirt a cheapann an t-oibrí agus comhaltaí an fhostóra de réir an Chúigiú Sceideal den Acht Caidrimh Thionscail 1990. Nuair a bheidh moltaí le haghaidh ORF curtha le chéile ag an CCO, ní mór é seo a chur in iúl don phobal agus uiríll a lorg. Tar éis aon uiríll den sórt sin a bhreithniú, féadfaidh an Coiste, faoi réir aon leasuithe a dhéanfaidh sé, na tograí a ghlacadh agus na tograí arna nglacadh a chur faoi bhráid na Cúirte ansin lena n-áirítear tuarascáil ó Chathaoirleach an CCO ina leagtar amach na himthosca a bhain lena nglacadh, mar aon le cóipeanna d'aon aighneachtaí nó doiciméid a bhreithnigh an CCO agus na tograí á gcur le chéile agus á nglacadh aige. Sa chás go nglacann an Chúirt leis na moltaí seoltar chuig an Aire iad ansin agus má bhíonn an tAire sásta gur comhlíonadh na ceanglais reachtúla déanann an tAire ORF a thugann éifeacht do na moltaí.

Bhí na CCOanna OFE seo a leanas ann sa bhliain 2023.

1. Oibrithe Talmhaíochta
2. Lónadóireacht
3. Seirbhísí Glantacháin ar Conradh
4. Gruagaireacht
5. Óstáin
6. Gnó Miondíola, Grósaera agus Gaolmhar
7. Tionscal Slándála
8. Earnáil Scoileanna Béarla
9. Seirbhísí Luathbhlianta

Mhol an t-athbhreithniú is déanaí faoi Alt 41A den Acht Caidrimh Thionscail 1946 ('an tAcht') a críochnaíodh ar an 12 Aibreán 2023 go gcoinneofaí na CCOanna go léir a bhí ina n-ábhar don Athbhreithniú ina bhfoirm reatha. Tá sonraí an athbhreithnithe sin foilsithe ar www.labourcourt.ie.

Gníomhaíochtaí sa Réimse OFE in 2023

Oibrithe Talmhaíochta

Níor tionóladh aon chruinniú de chuid an CCO in 2023 agus níor cuireadh aon tograí le haghaidh ORF le chéile.

Lónadóireacht

Níor tionóladh aon chruinniú de chuid an CCO in 2023 agus níor cuireadh aon tograí le haghaidh ORF le chéile.

Seirbhísí Glantacháin ar Conradh

Ghlac an CCO le tograí le haghaidh ORF nua ar an 23 Samhain 2023. Ag deireadh na bliana 2023 bhí I.R. 2022 fós ar marthain. ([I.R. 110 de 2022](#)).

Gruagaireacht

Níor tionóladh aon chruinniú de chuid an CCO in 2023 agus níor cuireadh aon tograí le haghaidh ORF le chéile.

Óstáin

Níor tionóladh aon chruinniú de chuid an CCO in 2023 agus níor cuireadh aon tograí le haghaidh ORF le chéile.

Gnó Miondíola, Grósaera agus Gaolmhar

Níor tionóladh aon chruinniú de chuid an CCO in 2023 agus níor cuireadh aon tograí le haghaidh ORF le chéile.

Tionscal Slándála

Shínigh an tAire ORF nua a leasaigh ORF 2017 don Tionscal Slándála le héifeacht ón 4 Meán Fómhair 2023.

Is féidir cóip den ORF (I.R. 424 de 2023) a fháil: [Anseo](#)

ORF Earnáil Scoileanna Béarla

Níor tionóladh aon chruinniú de chuid an CCO in 2023 agus níor cuireadh aon tograí le haghaidh ORF le chéile.

Seirbhís Luathbhlianta

Tháinig CCO na Seirbhíse Luathbhlianta le chéile roinnt uaireanta in 2023 ach níor éirigh leis moltaí a cheapadh le haghaidh ORF(anna) nua/athbhreithnithe. I mí Lúnasa 2023 cuireadh an t-ábhar OFE faoi bhráid na Cúirte Oibreachais lena mholadh mar a fhoráiltear le halt 42B(4) den Acht Caidrimh Thionscail 1946. D'éisigh an Chúirt Oibreachais moladh an 14 Meán Fómhair 2023.

[I.R. Uimh. 457 de 2022, An tOrdú um Rialáil Fostaíochta \(Comhchoiste Oibreachais um Sheirbhís Luathbhlianta\) Ordú Uimh. 1 2022](#)

[I.R. Uimh. 458 de 2022, An tOrdú um Rialáil Fostaíochta \(Comhchoiste Oibreachais um Sheirbhís Luathbhlianta\) Ordú Uimh. 2 2022](#)

4.4 Comhchomhairlí Tionscail

Is comhlacht deonach caibidlíochta é “Comhchomhairle Tionscail cháilithe” (CCT) do thionscal nó do chuid de thionscal, atá ionadaíoch d’fhostóirí agus d’oibrithe. Má chomhlíonann sé na coinníollacha atá leagtha amach sa reachtaíocht um chaidreamh tionscail, féadfaidh sé iarratas a dhéanamh chuig an gCúirt Oibreachais ar chlárú agus, má shásaítear í, cuirfidh an Chúirt ar Chlár na gComhchomhairlí Tionscail é.

Éascaíonn an Chúirt Oibreachais na CCTanna trí oifigeach de chuid na Cúirte a chur ar fáil chun gníomhú mar rúnaí ag a gcruinnithe. Tá sonraí na CCTanna sin atá cláraithe leis an gCúirt ón 31 Nollaig 2023 san áireamh in [Aguisín 3](#).

Seachas na cúig chomhlacht ar Chlár na CCTanna, tá roinnt comhlachtaí eile ann atá ag gabháil do gníomhaíochtaí comhchosúla, ach nach ndearna iarratas ar chlárúchán e.g. an CCT maidir le Tionscal Conarthach Leictreach agus CCT Fostaithe Tionscail an Stáit. Cuireann an Chúirt Oibreachais oifigeach de chuid na Cúirte ar fáil chun a bheith mar rúnaí ag cruinnithe na gcomhlachtaí sin agus d’fhreastail oifigigh na Cúirte ar ocht gcruinniú den CCT Conarthach Leictreach agus cúig chruinniú de CCT Fostaithe Tionscail an Stáit i rith na bliana.

4.5 Comhaontuithe Fostaíochta Cláraithe

Chuir an tAcht Caidrimh Thionscail (Leasú) 2015 meicníocht ar fáil chun comhaontuithe fostaíochta idir fostóir nó fostóirí agus ceardchumann a rialaíonn téarmaí agus coinníollacha i bhfiontair aonair a chlárú.

Sainmhíneann an tAcht Caidrimh Thionscail (Leasú), 2015 comhaontú fostaíochta mar seo a leanas:

“comhaontú a bhaineann le luach saothair nó le coinníollacha fostaíochta oibrithe d’aon aicme, cineál nó grúpa arna dhéanamh idir ceardchumann nó ceardchumann oibrithe agus fostóir amháin nó níos mó nó ceardchumann fostóirí, atá ceangailteach ar na páirtithe sa chomhaontú i leith oibrithe den aicme, den chineál nó den ghrúpa sin.”

Nuair atá an Chúirt Oibreachais sásta go sásaíonn comhaontú a thíolactar na ceanglais reachtúla ábhartha cláróidh sí an comhaontú. Is é an éifeacht atá leis sin forálacha an chomhaontaithe a dhéanamh infhorghníomhaithe le dlí maidir le gach oibrí den chineál aicme nó den ghrúpa a bhfuil sé sainráite go bhfuil feidhm aige maidir leis.

Gníomhaíochtaí sa Réimse OFE in 2023

Fuarthas iarratas i mí Dheireadh Fómhair 2022 ar Chomhaontú Fostaíochta a chlárú idir Cheardchumann Connect agus fostóirí a chuimsíonn an Grúpa Conraitheoirí Líne Cumhachta Lasnairde (OPCG) agus chláraigh an Chúirt é an 17 Eanáir 2023.

I.R. Uimh. 229/2023 - An tOrdú um Chomhaontú Fostaíochta Cláraithe (Grúpa Conraitheoirí Líne Cumhachta Lasnairde), 2023.

Fuair an Chúirt iarratas an 6 Samhain 2023 chun an comhaontú a athrú. Bhí an t-iarratas OFE á bhreithniú ag an gCúirt ag deireadh 2023.

4.6 Orduithe Fostaíochta Earnála

Soláthraíonn Orduithe Fostaíochta Earnála (OFEanna) arna ndéanamh faoin Acht um Chaidreamh san Áit Oibre 2015 creat reachtach a cheadaíonn Orduithe Reachtúla a dhéanamh lena bhforáiltear d'íosrátaí pá, saoire bhreiteachta agus pinsin a chur i bhfeidhm ar oibrithe d'aicme, de chineál nó de ghrúpa (lena n-áirítear printísigh) in earnáil eacnamaíoch shonraithe. Ní mór nós imeachta um réiteach díospóide a bheith in OFE freisin agus gníomhaíonn sé mar sin chun comhchuibheas tionsclaíoch a chur chun cinn agus chun corraíl thionsclaíoch a íoslaghdú.

Ar iarratas a fháil, féadfaidh an Chúirt Oibreachais scrúdú a thionscnamh ar phá, pinsin agus teidlíochtaí pá breiteachta oibrithe in earnáil ar leith agus, má mheasann sí gur cuí sin, féadfaidh sí moladh a dhéanamh don Aire ar an ábhar. Féadfaidh na daoine OFE seo a leanas iarratas den sórt sin a dhéanamh:

- Ceardchumann oibrithe;
- Ceardchumann nó eagraíocht fostóirí; nó
- Ceardchumann oibrithe i gcomhpháirt le ceardchumann, nó eagraíocht fostóirí

Caithfidh ceardchumann na n-oibrithe agus / nó eagraíocht na bhfostóirí a bheith ionadaíoch go mór ar na hoibrithe agus na fostóirí san earnáil lena mbaineann an t-iarratas.

Má tá an tAire sásta gur chomhlíon an Chúirt forálacha an Achta Caidrimh Thionscail (Leasú), 2015, déanfaidh sé/sí an tOrdú. I gcás go ndéanfar Ordú den sórt sin beidh sé ina cheangal ar fud na hearnála lena mbaineann sé.

Gníomhaíochtaí sa Réimse OFE in 2023

OFE na hEarnála Tógála

Shínigh an tAire Stáit Ordú Fostaíochta na hEarnála Tógála i mí Aibreáin 2023 agus cuireadh tús leis an 18 Meán Fómhair 2023. Ó Mheán Fómhair 2023, méadaíodh rátaí pá íosta uaireanta agus ranníocaíochtaí pinsin íosta de réir na dtéarmaí atá leagtha amach san Ordú Féin.

Is féidir an tOrdú a fheiceáil ag an nasc thíos:

[I.R. Uimh. 207 de 2023, Ordú Fostaíochta Earnála \(Earnáil Tógála\), 2023](#)

OFE Earnáil na hInnealtóireachta Meicniúla

I mí Dheireadh Fómhair 2023, chuir an Ard-Chúirt Ordú Fostaíochta Earnála 2018 ar neamhní tar éis do Chomhlachas na gConraitheoirí Pluiméireachta agus Téimh dúshlán a thabhairt ina leith agus níor cuireadh aon iarratas ar OFE nua isteach in 2023.

5.0 Seirbhísí Inmheánacha

Bainistíocht Airgeadais

Tá an Chúirt Oibreachais maoinithe ag an Stáitchiste, tríd an Roinn Fiontar, Trádála agus Fostaíochta. Thabhaigh an Chúirt caiteachas iomlán de €3,582,926 le linn 2023. Chuimsigh sé seo €2,881,567 i leith pá agus €701,359 maidir le neamhphá. Déantar airgeadas uile na Cúirte Oibreachais a riar trí bhuiséad na Roinne agus is cuid de chuntais na Roinne iad. Chomh maith lena tairiscintí féin a shocrú maidir le soláthar earraí agus seirbhísí, baineann an Chúirt leas freisin as tarraingt anuas seirbhísí ón Roinn i

réimsí mar fhoghlaim agus forbairt. Déantar monatóireacht leanúnach ar chaiteachas agus déantar athbhreithniú air ar bhonn míosúil.

Le haghaidh sonraí féach [Aguisín 5: Tuarascáil Airgeadais don bhliain 2022.](#)

Seirbhís do Chustaiméirí

Feidhmíonn an Chúirt Oibreachais faoi Chairt agus Plean Gníomhaíochta Seirbhíse do Chustaiméirí 2022-2024. Leagtar amach sa Chairt an leibhéal ar féidir le húsáideoirí seirbhísí a bheith ag súil leis má bhíonn deis acu leas a bhaint as seirbhísí na Cúirte. Déanann an Plean Gníomhaíochta do Chustaiméirí cur síos ar conas a dhéanfar na gealltanais agus na caighdeáin atá leagtha amach sa Chairt Chustaiméirí a sheachadadh de réir na bprionsabal treorach de Sheirbhís Ardchaighdeáin do Chustaiméirí (QCS) atá glactha ar fud na seirbhíse poiblí. Is féidir an Chairt a fheiceáil ag www.labourcourt.ie

Meabhrán Tuisceana

In 2023 d’ullmhaigh an Chúirt Oibreachais Meabhrán Tuisceana (MoU) lena máthair-Roinn, an Roinn Fiontar, Trádála agus Fostaíochta, chun an ceanglas faoi chinneadh an Rialtais an 15 Samhain 2011 a chomhlíonadh agus faoi Chlár Athchóirithe na Seirbhíse Poiblí a foilsíodh an 17 Samhain 2011 do gach Roinn, *inter alia*, Comhaontuithe Seirbhíse láidre a chur i bhfeidhm lena Comhlachtaí Stáit faoi mhí an Mheithimh 2012.

Gheall an Chúirt leibhéal comhaontaithe seirbhíse a sholáthar de réir na spriocanna insóláthartha agus na gcritéar feidhmíochta a shonraítear sa chlár oibre bliantúil a cuireadh isteach mar atá leagtha amach in [Aguisín 6](#) agus de réir na reachtaíochta ábhartha go léir.



THE LABOUR COURT
An Chúirt Oibreachais



Aguisín 1: Staitisticí maidir le caidreamh thionsclaíoch

Tábla 1.1 Próifil na gcásanna caidrimh thionsclaíoch a fuarthas.

		2022	2023
Achomharc ar Chinneadh an Oifigigh Bhreithnithe	Alt 13(9), an tAcht Caidrimh Thionscail, 1969	106	151
	Alt 10, an tAcht Caidrimh Thionscail (Forálacha Ilghnéitheacha), 2004	0	9
	Alt 45(B), an tAcht Caidrimh Thionscail, 1946	3	2
Atreorú Díreach	Alt 20(1), an tAcht Caidrimh Thionscail, 1969	52	99
	Alt 20(2), an tAcht Caidrimh Thionscail, 1969	1	5
	Alt 2(1), an tAcht Caidrimh Thionscail (Leasú), 2001	0	0
	Alt 26(5), an tAcht Caidrimh Thionscail, 1990	0	1
	Alt 12(1), an tAcht Caidrimh Thionscail (Leasú) 2015	0	1
	Alt 23(3), an tAcht Caidrimh Thionscail (Leasú) 2015	4	9
	Alt 42B(4), an tAcht Caidrimh Thionscail, 1946	2	2
Seirbhís Chomhréitigh	Alt 26(1), an tAcht Caidrimh Thionscail, 1990	79	74
Iomlán		247	353

Tábla 1.2: Gníomhaíocht cásanna caidrimh thionsclaíoch 2023 de réir catagóire

	Oibrí	Cuideachta	Tarraingthe sár	Réitithe	Moltaí/ Cinntí	Cinntí ar seasadh leo	Cinntí a cuireadh ar ceal	Éagsúil	Lasnúigh den Teorainn Ama	Aiteoírí Dírreach
Na hAchtanna Caidrimh Thionscail, 1946-2015	0	0	0	0	0	0	0	0	0	0
A7, an tAcht Caidrimh Thionscail, 1969	0	0	0	0	0	0	0	0	0	0
A10, an tAcht Caidrimh Thionscail (Forálacha Ilghnéitheacha), 2004	9	0	1	0	1	1	0	0	0	0
Alt 23(3), an tAcht Caidrimh Thionscail (Leasú), 2015	9	0	2	2	0	0	0	0	0	0
A32, an tAcht Caidrimh Thionscail, 1946	0	0	0	0	0	0	0	0	0	0
A33(1) an tAcht Caidrimh Thionscail, 1946	0	0	0	0	0	0	0	0	0	0
Alt 2(1), an tAcht Caidrimh Thionscail (Leasú), 2001	0	0	0	0	0	0	0	0	0	0
Alt 12 (1), an tAcht Caidrimh Thionscail (Leasú) 2015	1	0	0	1	0	0	0	0	0	0
Alt 13(9), an tAcht Caidrimh Thionscail, 1969	151	0	49	7	68	28	16	21	0	3
Alt 20(1), an tAcht Caidrimh Thionscail, 1969	99	0	58	1	40	1	0	0	0	39
Alt 20(2), an tAcht Caidrimh Thionscail, 1969	5	0	0	0	2	0	0	0	0	2
Alt 26(1), an tAcht Caidrimh Thionscail, 1990	74	0	13	5	52	1	0	0	0	51
Alt 26(5), an tAcht Caidrimh Thionscail, 1990	1	0	0	0	1	0	0	0	0	1
Alt 45(B) an tAcht Caidrimh Thionscail, 1946	2	0	6	2	3	3	0	0	0	0
Alt 42B(4), an tAcht Caidrimh Thionscail, 1946	2	0	0	0	1	0	0	0	0	1
Móiomlán	353	0	129	18	168	34	16	21	0	97
	Iomlán a fuarthas 353		Iomlán a críochnaíodh 315			Cinntí iomlána 168				

Aguisín 2: Staitisticí maidir le cearta fostaíochta

Tábla 2.2: Próifil na n-achomharc ar chearta fostaíochta a fuarthas

Alt /Acht /Feidhmiú	2023	2022	% athrú ó 2022
Dífhostú Éagórach	173	125	138%
Alt 8A na hAchtanna um Dhífhostú Éagórach, 1977	173	125	
Comhionannas	146	97	151%
Alt 83, an tAcht um Chomhionannas Fostaíochta, 1998	145	87	
Alt 77(12), an tAcht um Chomhionannas Fostaíochta, 1998	1	10	
Íocaíocht Pá	112	204	55%
Alt 7, an tAcht um Íoc Pá, 1991	112	204	
Am Oibre a Eagrú	80	248	32%
Alt 28, an tAcht um Eagrú Ama Oibre, 1997	80	248	
Téarmaí Fostaíochta	78	65	120%
Alt 8, an tAcht um Théarmaí Fostaíochta (Faisnéis), 1994-2018	78	65	
Fógra Íosta & Téarmaí Fostaíochta	37	30	123%
Alt 12A Na hAchtanna um Fhógra Íosta agus Téarmaí Fostaíochta 1973	37	30	
Íocaíochtaí Iomarcaíochta	44	27	163%
Alt 39A an tAcht um Íocaíochtaí Iomarcaíochta 1967	44	27	
	15	7	214%
Cosaint Fostaithe ar Ghnóthais a Aistriú			
Alt 11(1) Rialacháin CE (Cosaint Fostaithe ar Ghnóthais a Aistriú), 2003	15	7	
Nochtaí Cosanta	10	6	167%
Alt 2 de Sceideal 2, an tAcht um Nochtadh Cosanta, 2014	10	6	
Sábháilteacht, Sláinte & Leas san Ionad Oibre	32	17	188%
Alt 29, an tAcht um Shábháilteacht, Sláinte agus Leas ag an Obair, 2005	32	17	
An tAcht um Chosaint Fostaithe (Obair Téarma Shocraithe)	14	29	
Alt 15, an tAcht um Chosaint Fostaithe (Obair Téarma Shocraithe), 2003	14	29	48%
Pá Íosta Náisiúnta	6	8	75%
Alt 29, an tAcht um Pá Íosta Náisiúnta, 2000	0	0	
Alt 27(1), an tAcht um Pá Íosta Náisiúnta, 2000 agus 2015	6	8	
Acht um Chosaint Fostaithe (Obair Pháirtaimseartha)	1	6	17%
Alt 17 an tAcht um Chosaint Fostaithe (Obair Pháirtaimseartha), 2001	1	6	
Saoire do Thuismitheoirí	2	0	200%

Alt 21(1), na hAchtanna um Shaoire do Thuismitheoirí 1998 agus 2006	0	0	
Alt 19 (1), na hAchtanna um Shaoire do Thuismitheoirí 1998 agus 2006	2	0	
Gach achomharc eile a fuair an Chúirt	38	22	172%
Alt 21(2) den Acht um Fhaisnéis & Comhchomhairle Thrasnáisiúnta d'Fhostaithe 1996	4	1	
Alt 32(2), an tAcht um Chosaint Mháithreachais, 1994	0	0	
Alt 27 den Acht um Shaoire agus Sochar Atharthachta 2016	2	0	
Alt 33(1), an tAcht um Chosaint Mháithreachais, 1994	2	3	
Alt 87(4) Sceideal 6, de na hAchtanna um Chosaint Tomhaltóirí 2007	0	1	
Alt 20(2), an tAcht um Cheartas Coiriúil 2011	1	1	
Alt 25 (2), an tAcht um Chosaint Fostaithe (Obair Ghníomhaireachta Shealadach), 2012	4	3	
Alt 4(6), an tAcht um Chosaintí do Dhaoine a Thuairisceoidh Drochúsáid Leanaí 1998	0	0	
Rialachán 19, Rialacháin na gComhphobal Eorpach (Iompar ar Bhóithre) (Eagrú Am Oibre Daoine a dhéanann Gníomhaíochtaí Soghluaiste Iompair ar Bhóithre), 2012	5	4	
Alt 20 (1), an tAcht um Shaoire Cúramóra, 2001	0	2	
Alt 67(5) den Acht um Rialáil Seirbhísí Maoine 2011	1	0	
Alt 42, Rialacháin na gComhphobal Eorpach (Fostaíocht a Chosaint), 2000	0	1	
Sceideal 4(1) de Rialacháin na gComhphobal Eorpach (Tuairisciú ar Theagmhais san Eitlíocht Shibhialta) 2007	0	1	
Rialachán 6 Rialacháin na gComhphobal Eorpach (Fostaíocht a Chosaint) 2000	2	1	
Alt 16, Rialacháin na gComhphobal Eorpach (Am Oibre a Eagrú) (Foireann Shoghluaiste san Eitlíocht Shibhialta), 2006	0	1	
Alt 28(7), Achomharc i gcoinne Fhógra um Chomhlíonadh	0	1	
Alt 8A(5), an tAcht um Éilliú a Chosc (Leasú), 2001	3	2	
Alt 81E d'Acht na bPinsean, 1990 arna leasú ag an Acht Leasa Shóisialaigh (Forálacha Ilghnéitheacha) 2004	7	0	
Alt 81(1) d'Achtanna na bPinsean, 1990 go 2014	2	0	
An tAcht um Chaomhnú Fostaíochta, 1977	4	0	
Sceideal 2 den Acht um Cheadanna Fostaíochta, 2006	1		
Iomláin	788	891	88%

Aguisín 3: Comhchomhairlí Thionscail Chláraithe

Tá na sonraí seo a leanas faoi chomhlachais ar Chlár na gComhchomhairlí Tionscail i rith na tréimhse a chuimsítear sa Tuarascáil seo tugtha do réir cheanglais alt 23(3) den Acht Caidrimh Thionscail, 1946.

1. Comhchomhairle Tionscail do Thionscal na mBuataisí agus na mBróg in Éirinn
Dáta Clárúcháin: 10 Iúil 1948
Rúnaí: Bean Uasal C. Cronin/Bean Uasal C. O'Reilly, an Chúirt Oibreachais
2. Comhchomhairle Tionscail do Thrádáil Mhórdhíola Torthaí agus Glasraí Bhaile Átha Cliath
Dáta Clárúcháin: 27 Eanáir 1964
Rúnaí: Bean Uasal C. Cronin/Bean Uasal C. O'Reilly, an Chúirt Oibreachais
3. Comhchomhairle Tionscail do Thionscal na Tógála
Dáta Clárúcháin: 26 Iúil 1965
Rúnaí: Bean Uasal C. Cronin/Bean Uasal C. O'Reilly, an Chúirt Oibreachais
4. Comhchomhairle Tionscail don Tionscal Slándála
Dáta Clárúcháin: 12 Nollaig 2011
Rúnaí: Bean Uasal C. Cronin/Bean Uasal C. O'Reilly, an Chúirt Oibreachais
5. Comhchomhairle Tionscail don Tionscal Conartha Glantacháin
Dáta Clárúcháin: 19 Nollaig 2011
Rúnaí: Bean Uasal C. Cronin/Bean Uasal C. O'Reilly, an Chúirt Oibreachais

Aguisín 4: Tuilleadh eolais

Tá tuilleadh eolais faoi aon rud sa Tuarascáil Bhliantúil seo ar fáil ó:

An Chúirt Oibreachais
Teach Lansdúin
Bóthar Lansdúin
Baile Átha Cliath 4
D04 A3A8

Guthán: (01) 613 6666 -
nó 0818 613666

Ríomhphost: info@labourcourt.ie

Suíomh Gréasáin: www.labourcourt.ie

Ceist	Rannóg iomchuí den Chúirt Oibreachais	Teagmháil
Maidir le cás ar leith <u>roimh</u> an éisteacht	An Rannóg Ríomhchlárúcháin	01 613 6666 nó 0818 613666 Ríomhphost info@labourcourt.ie
Maidir le cás ar leith <u>tar éis</u> na héisteachta	Rúnaí Cúirte Iomchuí	Mar a léiríodh ag an éisteacht
Comhchoistí Oibreachais Comhaontuithe Fostaíochta Cláraithe/Orduithe Fostaíochta Earnála Orduithe Rialaithe Fostaíochta	Rúnaí Cúirte Iomchuí	Mar a léiríodh ag an éisteacht
Eolas ginearálta faoi chúrsaí caidrimh thionsclaíoch agus cearta fostaíochta.	Seirbhísí do Chustaiméirí um Chaidreamh san Áit Oibre	01 6136700 nó 0818 80 80 90

Aguisín 5: Tuarascáil Airgeadais don bhliain 2023

Tábla 5.1 Táirgeacht na Cúirte Oibreachais, 2023

Toradh		€
Pá		2,881,567
Neamhphá		701,359
Iomlán		3,582,926

Tábla 5.2 Príomhréimsí caiteachais neamhphá

		€
Forbairt TF		€339,503
Éisteachtaí Réigiúnacha		€111,846
Trealamh & Soláthairtí Oifige		€59,221
Teileafóin Phoist		€55,600

Íocaíochtaí Pras

I rith 2023 lean an Chúirt ar aghaidh ag comhlíonadh an Achta um Íoc Pras Cuntas, 1997 arna leasú ag Rialacháin na gComhphobal Eorpach (Íocaíocht Dhéanach in Idirbhearta Tráchtála), 2002.

Aguisín 6: Clár Oibre na Cúirte Oibreachais don bhliain 2023

Cuspóir Straitéiseach	Cuspóir
<p>Cuspóir Straitéiseach 1: Seirbhís éifeachtach ar ardchaighdeán a sholáthar d'úsáideoirí cúirte</p>	<p>Próiseáil, liostú agus bainistiú feabhsaithe cásanna a sheachadadh.</p>
	<p>A chinntiú go dtugtar tacaíocht do gach suí Cúirte atá sceidealta chun freastal ar riachtanais gach úsáideora.</p>
	<p>Buntaca a thabhairt do choincheap na Cúirte Oibreachais mar chúirt na rogha deiridh i gcás díospóidí caidrimh thionsclaíoch agus mar an comhlacht achomhairc aonair do gach gearán a dhéantar faoi chomhlacht an dlí fostaíochta le féiniúlacht láidir branda agus feabhas a chur ar chumarsáid leis an bpobal</p>
	<p>Caighdeáin seirbhíse custaiméara cuí a fhorbairt</p>
<p>Cuspóir Straitéiseach 2: Comhaltaí Cúirte agus foireann riaracháin a fhorbairt agus tacú leo</p>	<p>Tacú le forbairt foirne riaracháin trí riachtanais oiliúna reatha agus amach anseo a aithint agus aghaidh a thabhairt orthu agus a chinntiú go gcuirtear na scileanna, an t-eolas agus an taithí ar fáil don fhoireann go léir le feidhmiú agus forbairt laistigh dá ról</p>
	<p>Foráil a dhéanamh d'aistriú eolais chun leanúnachas seirbhíse a chinntiú nuair a bhogann an fhoireann riaracháin de bharr ardú céime, soghluaisteachta nó scoir.</p>
	<p>Feabhas a chur ar chumarsáid inmheánach</p>
	<p>Leanúint leis an gclár forbartha gairmiúla do Chomhaltaí Cúirte</p>
<p>Cuspóir Straitéiseach 3: Teicneolaíocht a bharrfheabhsú agus próiseas cásbhainistithe a fheabhsú</p>	<p>Éifeachtúlachtaí a ghiniúint trí úsáid níos mó a bhaint as seachadadh seirbhíse ar líne</p>
	<p>Próisis agus sreafaí oibre níos éifeachtaí a shainaitheint agus a chur i bhfeidhm</p>
	<p>Feabhas a chur ar www.labourcourt.ie chun rochtain fheabhsaithe agus éasca le húsáid ar fhaisnéis agus ar sheirbhísí ar líne a sholáthar d'úsáideoirí cúirte.</p>
<p>Cuspóir Straitéiseach 4: Rialachas éifeachtach a chinntiú</p>	<p>Leanúint ar aghaidh ag cloí le ceanglais RFTF maidir le pleanáil gnó, bainistíocht riosca, bainistíocht taifead, soláthar poiblí, nósanna imeachta airgeadais, RGCS agus Saoráil Faisnéise.</p>

AN CHÚIRT OIBREACHAIS

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