Employees Rights

(2.4 - Rights and Responsibilities)



Employee Rights

- Receives a fair-days pay for a fairs day's work (Legal)
- 2. Receive the minimum wage. (Legal)
- Receive as contract of employment. (Legal)
- 4. Have the correct time break. (Legal)
- 5. Work in a safe environment(Legal)

1

Employees Responsibilities

(2.4 - Rights and Responsibilities)



Employee Responsibilities

- 1. Arrive on time. (Legal)
- Carries out duty in the contract of employment. (Legal)
- 3. Treat co-workers with respect.(Social)
- 4. Follow safety instruction. (Legal)
- 5. Attend training provided by management. (Ethical)

2

Employers Rights

(2.4 - Rights and Responsibilities)



Employers Rights

- To decide how the business will be run
- 2. Hire staff for their business (Ethical)
- 3. Expect loyalty form customers (Social)
- 4. Dismiss unsuitable and dishonest staff (Legal)

3

Employers Responsibilities

(2.4 - Rights and Responsibilities)



Employers Responsibilities

- Ensure the workplace is safe.
 (Leaal)
- 2. Provide employees with proper training (Ethical)
- 3. Produce a sustainable product (environmental)
- 4. Pay agree wages (Legal)
- 5. Deduct the correct PAYE, PRSI and USE from employee wages and send to revenue (Ethical)

Employer

(2.4 - Rights and Responsibilities)

Define

Employer

This is the person or business that give someone employment in return for a wage

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Rights

(2.4 - Rights and Responsibilities)

Define

Right

This is something a person/employee is entitled to

6

Responsibility

(2.4 - Rights and Responsibilities)

Define

Responsibility

This is something that a person should do or has a duty to do

Industrial Relations

(2.4 - Rights and Responsibilities)

Define

Industrial Relations

This is the relationship between the employer and the employee. Trade Union

(2.4 - Rights and Responsibilities)

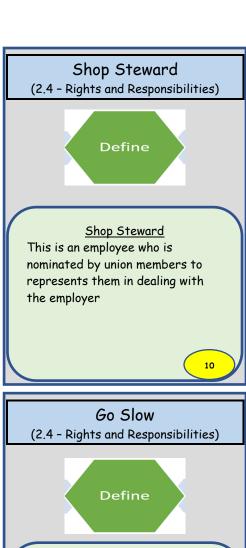
Define

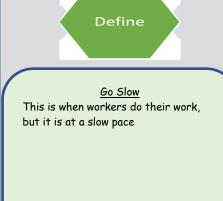
Trade Union

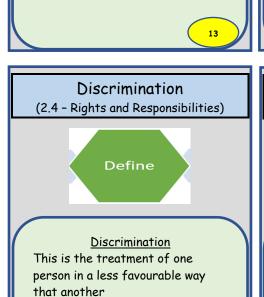
- . This is an organisation that represent workers in a company.
- 2. They protect workers rights and negotiations with the employer on thing such as pay and conditions

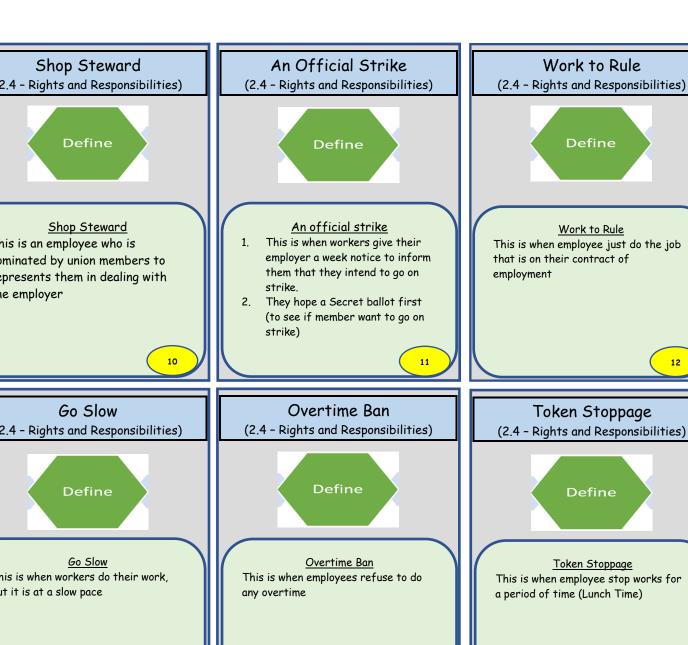
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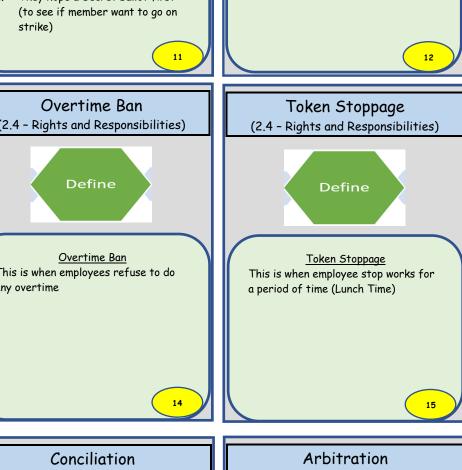
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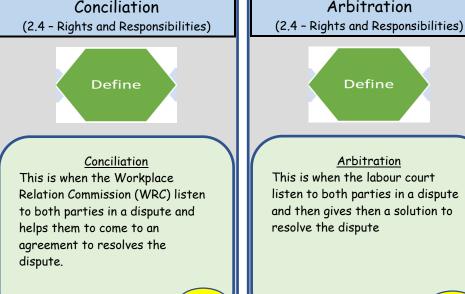












Protection of young act

(2.4 - Rights and Responsibilities)



Protection of young person act 1996

- This law protects young workers under the age of 18 and prevent late night working.
- There are restriction on the number of hours that they work.

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Employment Equality act

(2.4 - Rights and Responsibilities)



Employment Equality Act 1998 to 2011

Discrimination includes the following

Religion, Age, Gender, Race, Sexual Orientation, Family status, martial status, disability

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Unfair Dismissal act

(2.4 - Rights and Responsibilities)



Unfair dismissal Act 1977 - 2007

- This law set out when and employee can and can't be dismissed.
- 2. Reason for fair dismissal include

Incompetence, Misconduct Redundancy the qualification

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Industrial Relation act

(2.4 - Rights and Responsibilities)



Industrial Relations Act 1990

if employees who are engaging in industrial action and have taken a secret ballot and give the employer 1 weeks' notice of the strike can't be sure or have legal action taken against them by the employer for loss of earning.

Workplace Relations

(2.4 - Rights and Responsibilities)



Workplace Relations Act 2015

Its role is to improve the relations between the employer and the employee

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