

iGlobal Law : 2022 Annual Update - Republic of Ireland

Legal Change	Effective Date	Action required
<p>Increase in National Minimum Wage</p> <p>The national minimum wage for an experienced adult worker will increase from €10.20 to €10.50 for employees aged 20 years and older.</p>	1 January 2022	Employers should ensure that experienced adult workers, aged 20 and over, earning the national minimum wage receive the increased amount from 1 January 2022.
<p>New Code of Practice on Bullying at Work</p> <p>A new Code of Practice for Employers and Employee on the Prevention and Resolution of Bullying at Work came into effect on 23 December 2020. The Code is jointly prepared by the Health and Safety Authority and the Workplace Relations Commission.</p> <p>The new Code consolidates previous codes addressing this topic as well as introducing some new recommendations for dealing with these complaints.</p>	23 December 2020	<p>These changes did not come to the attention of a lot of employers in 2021, who are yet to make the necessary changes to their existing Bullying and Harassment / Dignity at Work policies.</p> <p>Employers should amend their existing Bullying and Harassment / Dignity at Work Policy to reflect the changes provided in this Code.</p>
<p>New Code of Practice on the Right to Disconnect</p> <p>In April 2021 the WRC published a new Code of Practice for Employers and Employees on the Right to Disconnect.</p> <p>While failure by an employer to follow the Code is not an offence in itself, the Code is now admissible in evidence in proceedings before a Court, the Labour Court or the WRC.</p>	10 April 2021	Employers should introduce a policy reflecting the Code and ensure that the recommendations in the Code are followed when dealing with employees outside of normal working hours.
<p>Gender Pay Gap Information Act 2021</p> <p>The Act establishes the requirement for gender pay gap reporting in Ireland, however further clarification is required on the proposed regulations associated with the Act, which have not yet been published.</p>	<p>The Gender Pay Gap Information Act came into force in July 2021.</p> <p>No date of the commencement of these regulations has issued.</p>	Where the Act will apply to larger employers in the first instance, they should prepare themselves to comply with the legislation over the course of 2022.
<p>Sick Leave Bill</p> <p>The Government has published a Sick Leave Bill which will introduce a statutory entitlement to paid sick leave for employees in 2022 who are unable to work due to illness or injury. Initially, it is proposed that employers will have to pay employees for three</p>	2022 - no specific date yet	It will not affect most employers where they may already have a sick pay scheme in place but for those who do not, they should prepare to pay

days of sick leave increasing incrementally to 10 days in 2025.		employees for this three-day period in 2022.
<p>Parental Leave</p> <p>The Irish Government has proposed to extend this new type of leave for parents in the early years of their child’s life from the current entitlement of five weeks in the first two years of the child’s life to seven weeks.</p>	June 2022	Employers should bear these proposed changes in mind and update the relevant policies when the change is introduced.
<p>Right to Request Remote Working</p> <p>The Irish Government has proposed introducing new legislation providing a legal framework allowing employees the right to request remote working going forward. This is a key action under the National Remote Working Strategy launched in January 2021.</p>	2022 – no specific date provided	Employers should bear these proposed changes in mind and update / introduce the relevant policies when it is enacted.