

Proposed Redress Mechanism under the New Compliance and Redress Model

Some employment disputes can best be resolved by an adjudication hearing whereas inspection is a more appropriate intervention in other cases.

On the basis of which intervention is likely to be most efficient, effective and just the State should decide the most appropriate method of resolving disputes under various pieces of legislation. In general the decision as to whether adjudication or inspection is appropriate should be prescribed in legislation. However, it may be necessary that in some cases the Registrar of the WRC should be in a position to prescribe the most appropriate intervention. In addition it may be necessary, in a small number of cases to provide for the complainant to choose whether to make a complaint to a Compliance Officer or an Adjudicator. Greater detail in relation to the role of adjudication and inspection is set out in the ERIR Reform *“Compliance and Redress Model”* Document.

This document sets out over 100 potential first instance employment complaints. It details the relevant legislative provision, where each complaint is currently dealt with at first instance and a recommendation as to whether the particular complaint should be subject to WRC Adjudication or Inspection in the new compliance model. These recommendations have been arrived at on the basis of:

- The need to avoid overlap and duplication
- The establishment of a two-tier model
- The need for both parties to be heard
- The individual nature of the entitlement/dispute
- Best use of resources
- Promotion of compliance

| Specific Complaint | Rights Commissioner | Employment Appeals Tribunal | NERA | Equality Tribunal | Labour Court | Proposed |
|---|---------------------|-----------------------------|------|-------------------|--------------|--|
| 1. Pay | | | | | | |
| 1.1 I do not receive the National Minimum rate of pay (National Minimum Wage Act, 2000) | Yes | | Yes | | | Compliance Officer |
| 1.2 I do not receive the minimum pay rate for my industry (REA) [Section 32 & Section 10 of the Industrial Relations Act 1946 and the Industrial Relations Act 1969 respectively] | | | Yes | | Yes | Compliance Officer |
| 1.3 I am not given compensation for working on a Sunday (Organisation of Working Time Act, 1997) | Yes | | | | | Workplace Relations Commission Hearing |
| 1.4 I do not get a payslip (Payment of Wages Act, 1991) | | | Yes | | | Compliance Officer |
| 1.5 My payslip does not show the gross wages payable and/or the amount of any deductions (Payment of Wages Act, 1991) | | | Yes | | | Compliance Officer |
| 1.6 My employer has made an unlawful deduction from my wages (Payment of Wages Act, 1991) | Yes | | | | | Compliance Officer |
| 1.7 My employer has not paid me or has paid me less than the amount due to me (Payment of Wages Act, 1991) | Yes | | | | | Workplace Relations Commission Hearing |
| 1.8 My employer pays me by a method other than that legally prescribed (Payment of Wages Act, 1991) | | | Yes | | | Compliance Officer |
| 1.9 My employer is not keeping statutory employment records (Payment of Wages Act, 1991) | | | Yes | | | Compliance Officer |
| 2. Hours of Work | | | | | | |

| Specific Complaint | Rights Commissioner | Employment Appeals Tribunal | NERA | Equality Tribunal | Labour Court | Proposed |
|---|---------------------|-----------------------------|------|-------------------|--------------|---|
| 2.1 I do not get a daily rest period (Organisation of Working Time Act, 1997) | Yes | | | | | Compliance Officer or Workplace Relations Commission Hearing where unfair dismissal or complex redundancy involved or where complainant is seeking compensation |
| 2.2 I do not get breaks (Organisation of Working Time Act, 1997) | Yes | | | | | Compliance Officer or Workplace Relations Commission Hearing where unfair dismissal or complex redundancy involved or where complainant is seeking compensation |
| 2.3 I do not get weekly rest period (Organisation of Working Time Act, 1997) | Yes | | | | | Compliance Officer or Workplace Relations Commission Hearing where unfair dismissal or complex redundancy involved or where complainant is seeking compensation |

| Specific Complaint | Rights Commissioner | Employment Appeals Tribunal | NERA | Equality Tribunal | Labour Court | Proposed |
|---|---------------------|--|------|-------------------|--------------|---|
| 2.4 I am required to work more than an average of 48 hours each week (Organisation of Working Time Act, 1997) | Yes | | | | | Compliance Officer or Workplace Relations Commission Hearing where unfair dismissal or complex redundancy involved or where complainant is seeking compensation |
| 2.5 I did not receive my holiday/annual leave entitlement (Organisation of Working Time Act, 1997) | Yes | Yes if also taking a case to them under Redundancy | | | | Compliance Officer or Workplace Relations Commission Hearing where unfair dismissal or complex redundancy involved or where complainant is seeking compensation |
| 2.6 I have not received my Public Holiday entitlements (Organisation of Working Time Act, 1997) | Yes | Yes if also taking a case to them under Redundancy | | | | Compliance Officer or Workplace Relations Commission Hearing where unfair dismissal or complex redundancy involved or where complainant is seeking compensation |

| Specific Complaint | Rights Commissioner | Employment Appeals Tribunal | NERA | Equality Tribunal | Labour Court | Proposed |
|--|---------------------|-----------------------------|------|-------------------|--------------|---|
| 2.7 I am required to work more than 8 night hours each day (Organisation of Working Time Act, 1997) | Yes | | | | | Compliance Officer or Workplace Relations Commission Hearing where unfair dismissal or complex redundancy involved or where complainant is seeking compensation |
| 2.8 I am not notified of my starting and finishing times in advance (Organisation of Working Time Act, 1997) | Yes | | | | | Compliance Officer or Workplace Relations Commission Hearing where unfair dismissal or complex redundancy involved or where complainant is seeking compensation |
| 2.9 I am not notified in advance of any additional hours (Organisation of Working Time Act, 1997) | Yes | | | | | Compliance Officer or Workplace Relations Commission Hearing where unfair dismissal or complex redundancy involved or where complainant is seeking compensation |
| 2.10. I have suffered a loss by not working hours I was requested to work or to be available for work (Organisation of Working Time Act, 1997) | Yes | | | | | Workplace Relations Commission Hearing |

| Specific Complaint | Rights Commissioner | Employment Appeals Tribunal | NERA | Equality Tribunal | Labour Court | Proposed |
|--|---------------------|--|------|-------------------|--------------|---|
| 2.11 I did not receive my statutory entitlements as a crew member of a cross-border train to rest periods and breaks [European Communities (Working Conditions of Mobile Workers Engaged in Inter-Operable Cross-Border Services in the Railway Sector) Regulations 2009 (S.I. No. 377 of 2009)] | Yes | | | | | Compliance Officer or Workplace Relations Commission Hearing where unfair dismissal or complex redundancy involved or where complainant is seeking compensation |
| 2.12 I did not receive my entitlements as a crew member of a civil aircraft to rest periods and breaks [European Communities (Organisation of Working Time) (Mobile Staff in Civil Aviation) Regulations 2006 (S.I. No. 507 of 2006)] | Yes | | | | | Compliance Officer or Workplace Relations Commission Hearing where unfair dismissal or complex redundancy involved or where complainant is seeking compensation |
| 2.13 I was not compensated for the loss of my annual leave entitlement on leaving (Organisation of Working Time Act, 1997) | Yes | Yes if also taking a case to them under Redundancy | | | | Compliance Officer or Workplace Relations Commission Hearing where unfair dismissal or complex redundancy involved or where complainant is seeking compensation |

| Specific Complaint | Rights Commissioner | Employment Appeals Tribunal | NERA | Equality Tribunal | Labour Court | Proposed |
|--|----------------------------|--|-------------|--------------------------|---------------------|---|
| 2.14 I was not compensated for the loss of my Public Holiday entitlement on leaving (Organisation of Working Time Act, 1997) | Yes | Yes if also taking a case to them under Redundancy | | | | Compliance Officer or Workplace Relations Commission Hearing where unfair dismissal or complex redundancy involved or where complainant is seeking compensation |
| 2.15 My employer is not keeping statutory employment records (Organisation of Working Time Act, 1997) | | | Yes | | | Compliance Officer |
| 3. Terms & Conditions of Employment | | | | | | |
| 3.1 I did not receive a statement in writing on my terms of employment [Terms of Employment (Information) Act, 1994] | Yes | | | | | Compliance Officer |
| 3.2 My Terms & Conditions of Employment were not updated [Terms of Employment (Information) Act, 1994] | Yes | | | | | Compliance Officer |
| 3.3 I have not received the terms and conditions as laid down by an REA (section 32 and section 10 of the Industrial Relations Act 1946 and the Industrial Relations Act 1969) | | | Yes | | Yes | Compliance Officer |
| 3.4 My employer is not keeping statutory employment records [Terms of Employment (Information) Act, 1994] | | | Yes | | | Compliance Officer |

| Specific Complaint | Rights Commissioner | Employment Appeals Tribunal | NERA | Equality Tribunal | Labour Court | Proposed |
|---|----------------------------|------------------------------------|-------------|--------------------------|---------------------|---|
| 4. Unfair Dismissal | | | | | | |
| 4.1 I was unfairly dismissed (If under 12 months can go to RC under Industrial Relations Act (with 6 exceptions where you then go to RC or EAT under Unfair Dismissal Act)) (If over 12 months go to RC or EAT under Unfair Dismissal Act) | Yes | Yes | | | | Workplace Relations Commission Hearing |
| 4.2 I had to leave my job due to the conduct of my employer or others at work (If under 12 months can go to RC under Industrial Relations Act with 6 exceptions where you then go to RC or EAT under Unfair Dismissal Act) (If over 12 months go to RC or EAT under Unfair Dismissal Act) | Yes | Yes | | | | Workplace Relations Commission Hearing |
| 5. Industrial Relations | | | | | | |
| 5.1 Appeal of disciplinary sanctions up to and including dismissal (Industrial Relations Act, 1969) | Yes | | | | Yes | Workplace Relations Commission Hearing & Labour Court |
| 5.2 Dismissal where service is less than 12 months | Yes | | | | Yes | Workplace Relations Commission Hearing & Labour Court |
| 5.3 Bullying and harrassment | Yes | | | | Yes | Workplace Relations Commission Hearing & Labour Court |
| 5.4 Regularising 'acting-up' arrangements | Yes | | | | Yes | Workplace Relations Commission Hearing & Labour Court |
| 5.5 Status affected after returning from career break, maternity, carer's leave etc | Yes | | | | Yes | Workplace Relations Commission Hearing & Labour Court |

| Specific Complaint | Rights Commissioner | Employment Appeals Tribunal | NERA | Equality Tribunal | Labour Court | Proposed |
|--|----------------------------|------------------------------------|-------------|--------------------------|---------------------|---|
| 5.6 Disputes regarding meal allowances etc | Yes | | | | Yes | Workplace Relations Commission Hearing & Labour Court |
| 5.7 I have a trade dispute that I would like investigated | Yes | | | | Yes | Workplace Relations Commission Hearing & Labour Court |
| 5.8 I have a complaint under this area that doesn't fall into any of the above | Yes | | | | Yes | Workplace Relations Commission Hearing & Labour Court |
| 5.9 My employer will not engage in collective bargaining with my trade union representative (Industrial Relations (Miscellaneous Provisions) Act 2004) | Yes | | | | | Workplace Relations Commission Hearing |
| 6. Discrimination / Equality | | | | | | |
| 6.1 I have been discriminated against by my employer, prospective employer, employment agency or other bodies (Employment Equality Acts) | | - | - | Yes | | Workplace Relations Commission Hearing |
| 6.2 I have not received equal pay (Employment Equality Acts) | | - | - | Yes | | Workplace Relations Commission Hearing |
| 6.4 I have been discriminated against by way of an occupational pension. (Pensions Act) | | - | - | Yes | | Workplace Relations Commission Hearing |
| 7. Penalisation / Whistleblowing | | | | | | |
| 7.1 I was penalised by my employer for refusing to cooperate with a breach of the Protection of Young Persons (Employment) Act, 1996. | Yes | | | | | Workplace Relations Commission Hearing |

| Specific Complaint | Rights Commissioner | Employment Appeals Tribunal | NERA | Equality Tribunal | Labour Court | Proposed |
|---|----------------------------|------------------------------------|-------------|--------------------------|---------------------|--|
| 7.2 I was penalised by my employer for proposing to exercise or having exercised my entitlement to parental or force majeure leave (Parental Leave Act, 1998). If leads to dismissal then to EAT under Unfair Dismissal Act | Yes | Yes | | | | Workplace Relations Commission Hearing |
| 7.3 I was penalised by my employer for refusing to cooperate with a breach of the Organisation of Working Time Act 1997 | Yes | | | | | Workplace Relations Commission Hearing |
| 7.4 I was penalised by my employer for invoking entitlements under the National Minimum Wage Act, 2000. If leads to Unfair Dismissal can take to EAT under Unfair Dismissals Act, 1977 | Yes | Yes | | | | Workplace Relations Commission Hearing |
| 7.5 I was penalised for having exercised or proposing to exercise my entitlement to carer's leave (Carer's Leave Act, 2001). If leads to dismissal then to EAT under Unfair Dismissal Act | Yes | Yes | | | | Workplace Relations Commission Hearing |
| 7.6 I was penalised for having performed the functions of an employee representative [Employees (Provision of Information & Consultation) Act, 2006] | Yes | | | | | Workplace Relations Commission Hearing |
| 7.7 I was penalised for making a complaint under the Employment Permits Acts 2003 or 2006. | Yes | | | | | Workplace Relations Commission Hearing |
| 7.8 I was penalised by my employer for invoking entitlements under the Protection of Employees (Fixed-Term Work) Act 2001 or for refusing to cooperate with a breach of that Act or to avoid giving a contract of indefinite duration | Yes | | | | | Workplace Relations Commission Hearing |

| Specific Complaint | Rights Commissioner | Employment Appeals Tribunal | NERA | Equality Tribunal | Labour Court | Proposed |
|--|----------------------------|------------------------------------|-------------|--------------------------|---------------------|--|
| 7.9. I have been penalised for reporting breaches of the Charities Act 2009. If leads to dismissal then to EAT under Unfair Dismissal Act | Yes | Yes | | | | Workplace Relations Commission Hearing |
| 7.10. I have been penalised for reporting breaches of the Chemicals Act 2008. If leads to dismissal then to EAT under Unfair Dismissal Act | Yes | Yes | | | | Workplace Relations Commission Hearing |
| 7.11. I have been penalised for reporting breaches of the Competition Acts 2002 to 2010. If leads to dismissal then to EAT under Unfair Dismissal Act | Yes | Yes | | | | Workplace Relations Commission Hearing |
| 7.12. I have been penalised for reporting breaches of the Consumer Protection Act 2007. If leads to dismissal then to EAT under Unfair Dismissal Act | Yes | Yes | | | | Workplace Relations Commission Hearing |
| 7.13. I have been penalised for reporting breaches of the Criminal Justice Act 2011. If leads to dismissal then to EAT under Unfair Dismissal Act | Yes | Yes | | | | Workplace Relations Commission Hearing |
| 7.14. I have been penalised for making a protected disclosure of information under the Health Act 2004. If leads to dismissal then to EAT under Unfair Dismissal Act | Yes | Yes | | | | Workplace Relations Commission Hearing |
| 7.15 I have been penalised for reporting breaches of the Inland Fisheries Act 2011. If leads to dismissal then to EAT under Unfair Dismissal Act | Yes | Yes | | | | Workplace Relations Commission Hearing |
| 7.16. I have been penalised for reporting breaches of the Labour Services Act 1987 (employment training). If leads to dismissal then to EAT under Unfair Dismissal Act | Yes | Yes | | | | Workplace Relations Commission Hearing |

| Specific Complaint | Rights Commissioner | Employment Appeals Tribunal | NERA | Equality Tribunal | Labour Court | Proposed |
|---|----------------------------|------------------------------------|-------------|--------------------------|---------------------|--|
| 7.17. I have been penalised for reporting breaches of the National Asset Management Agency Act 2009. If leads to dismissal then to EAT under Unfair Dismissal Act | Yes | Yes | | | | Workplace Relations Commission Hearing |
| 7.18. I have been penalised for reporting a breach of the Prevention of Corruption (Amendment) Act 2001. If leads to dismissal then to EAT under Unfair Dismissal Act | Yes | Yes | | | | Workplace Relations Commission Hearing |
| 7.19. I have been penalised for reporting child abuse. (Protection of Persons Reporting Child Abuse Act, 1998). If leads to dismissal then to EAT under Unfair Dismissal Act | Yes | Yes | | | | Workplace Relations Commission Hearing |
| 7.20. I was penalised for complying with or making a complaint under the Safety, Health and Welfare at Work Act . If leads to dismissal then to EAT under Unfair Dismissal Act | Yes | Yes | | | | Workplace Relations Commission Hearing |
| 7.21. I was penalised by my employer for invoking entitlements under the Protection of Employees (Part-Time Work) Act 2001 or for refusing to cooperate with a breach of that Act. If leads to dismissal then to EAT under Unfair Dismissal Act | Yes | Yes | | | | Workplace Relations Commission Hearing |
| 7.22 I have been penalised by my employer for making a report of an incident under European Communities (Occurrence Reporting in Civil Aviation) | Yes | | | | | Workplace Relations Commission Hearing |

| Specific Complaint | Rights Commissioner | Employment Appeals Tribunal | NERA | Equality Tribunal | Labour Court | Proposed |
|---|----------------------------|------------------------------------|-------------|--------------------------|---------------------|---|
| 7.23 I have been penalised for performing my functions in accordance with the European Communities (European Cooperate Society)(Employee Involvement) Regulations 2007 | Yes | | | | | Workplace Relations Commission Hearing |
| 7.24 I have been penalised for performing my functions in accordance with European Communities (European Public Limited-Liability Company)(Employee Involvement) Regulations 2006 | Yes | | | | | Workplace Relations Commission Hearing |
| 8. Redundancy | | | | | | |
| 8.1 I did not receive any redundancy payment (Redundancy Payments Act, 1967) | | Yes | | | | Dept of Social Protection or where complex employment rights issues are involved Workplace Relations Commission Hearing |
| 8.2 I did not receive my correct redundancy payment (Redundancy Payments Act, 1967) | | Yes | | | | Dept of Social Protection or where complex employment rights issues are involved Workplace Relations Commission Hearing |

| Specific Complaint | Rights Commissioner | Employment Appeals Tribunal | NERA | Equality Tribunal | Labour Court | Proposed |
|---|----------------------------|------------------------------------|-------------|--------------------------|---------------------|---|
| 8.3 I did not receive proof of my employer's inability to pay redundancy (statement of affairs). (Redundancy Payments Act, 1967) | | Yes | | | | Dept of Social Protection or where complex employment rights issues are involved Workplace Relations Commission Hearing |
| 8.4 My representative was not properly consulted in relation to a proposed collective redundancy which affected me. (Protection of Employment Act, 1977) Complaint under Regulation 6 of the European Communities (Protection of Employment) Regulation 2000 | Yes | | | | | Workplace Relations Commission Hearing |
| 8.5 My employer did not supply my representative with all the relevant information relating to proposed collective redundancies which affected me' (Protection of Employment Act, 1977) . Complaint Regulation 6 of the European Communities (Protection of Employment) Regulations 2000 | Yes | | | | | Workplace Relations Commission Hearing |
| 9. Protection of Young Persons at Work | | | | | | |
| 9.1 The unlawful employment of a child (Protection of Young Persons (Employment) Act, 1996) | | | Yes | | | Compliance Officer |
| 9.2 Failure to grant a child rest periods/breaks (Protection of Young Persons (Employment) Act, 1996) | | | Yes | | | Compliance Officer |
| 9.3 The unlawful employment of a young person (Protection of Young Persons (Employment) Act, 1996) | | | Yes | | | Compliance Officer |

| Specific Complaint | Rights Commissioner | Employment Appeals Tribunal | NERA | Equality Tribunal | Labour Court | Proposed |
|--|----------------------------|------------------------------------|-------------|--------------------------|---------------------|--|
| 9.4 The double employment of a child or young person (Protection of Young Persons (Employment) Act, 1996) | | | Yes | | | Compliance Officer |
| 9.5 My employer is not keeping statutory employment records | | | Yes | | | Compliance Officer |
| 10. Minimum Notice | | | | | | |
| 10.1 I did not receive my statutory minimum notice entitlement on the termination of my employment (Minimum Notice & Terms of Employment Act, 1973) | | Yes | | | | Workplace Relations Commission Hearing |
| 10.2 I did not receive all my rights during the period of notice (Minimum Notice & Terms of Employment Act, 1973) | | Yes | | | | Workplace Relations Commission Hearing |
| 10.3 I did not receive minimum notice of termination of my contract of employment from my employee (Minimum Notice & Terms of Employment Act, 1973) | | Yes | | | | Workplace Relations Commission Hearing |
| 11. Transfer of Undertaking | | | | | | |
| 11.1 My rights and terms and conditions of employment did not transfer to my new employer [European Communities (Protection of Employees on Transfer of Undertakings) Regulations 2003 (S.I. No. 131 of 2003)] | Yes | | | | | Workplace Relations Commission Hearing |
| 11.2 I was dismissed because of the transfer to a new employer [European Communities (Protection of Employees on Transfer of Undertakings) Regulations 2003 (S.I. No. 131 of 2003)] | Yes | | | | | Workplace Relations Commission Hearing |

| Specific Complaint | Rights Commissioner | Employment Appeals Tribunal | NERA | Equality Tribunal | Labour Court | Proposed |
|---|----------------------------|------------------------------------|-------------|--------------------------|---------------------|--|
| 11.3 My existing and my new employer did not inform and consult within specified timeframe [European Communities (Protection of Employees on Transfer of Undertakings) Regulations 2003 (S.I. No. 131 of 2003)] | Yes | | | | | Workplace Relations Commission Hearing |
| 12. Employment Permits | | | | | | |
| 12.1 I am aware of a foreign national working in the State without a valid work permit (Employment Permits Acts, 2003 & 2006) | | | Yes | | | Compliance Officer |
| 12.2 I am aware of a person employing a foreign national in the State without a valid work permit (Employment Permits Acts, 2003 & 2006) | | | Yes | | | Compliance Officer |
| 12.3 My employer is not keeping statutory employment records | | | Yes | | | Compliance Officer |
| 13. Fixed Term & Part Time Work | | | | | | |
| 13.1 I am a part-time employee and have, in respect of my conditions of employment, been treated less favourably than a comparable full-time employee (Protection of Employees (Part-Time Work) Act, 2001) | Yes | | | | | Workplace Relations Commission Hearing |
| 13.2 I am a fixed-term employee and have, in respect of my conditions of employment, been treated less favourably than a comparable full-time employee (Protection of Employees (Fixed-Term Work) Act, 2003) | Yes | | | | | Workplace Relations Commission Hearing |

| Specific Complaint | Rights Commissioner | Employment Appeals Tribunal | NERA | Equality Tribunal | Labour Court | Proposed |
|---|----------------------------|------------------------------------|-------------|--------------------------|---------------------|--|
| 13.3 My employer failed to offer a written statement setting out the objective grounds justifying the renewal of a fixed term contract and the failure to offer a contract of indefinite duration (Protection of Employees (Fixed-Term Work) Act, 2003) | Yes | | | | | Workplace Relations Commission Hearing |
| 13.4 My employer has contravened the legal provisions in relation to the number of successive fixed-term contracts that can be issued to me (Protection of Employees (Fixed-Term Work) Act, 2003) | Yes | | | | | Workplace Relations Commission Hearing |
| 13.5 My employer failed to inform me (a fixed term employee) of opportunities for (a) permanent employment or (b) of appropriate training opportunities (Protection of Employees (Fixed-Term Work) Act, 2003) | Yes | | | | | Workplace Relations Commission Hearing |
| 13.6 My employer failed to provide to employees' representatives information about fixed term work (Protection of Employees (Fixed-Term Work) Act, 2003) | Yes | | | | | Workplace Relations Commission Hearing |
| 14. Employee involvement, Information & Consultation | | | | | | |
| 14.1 I have a dispute concerning information and consultation arrangements (Employees (Provision of Information and Consultation) Act 2006) | | | | | Yes | Workplace Relations Commission Hearing |
| 14.2 I have a dispute in relation to the election or appointment of an employees' representative ((Employees (Provision of Information and Consultation) Act 2006)) | | | | | Yes | Workplace Relations Commission Hearing |

| Specific Complaint | Rights Commissioner | Employment Appeals Tribunal | NERA | Equality Tribunal | Labour Court | Proposed |
|--|----------------------------|------------------------------------|-------------|--------------------------|---------------------|--|
| 14.3 I have a dispute concerning the disclosure of confidential information (Employees (Provision of Information and Consultation) Act 2006) | | | | | Yes | Workplace Relations Commission Hearing |
| 15. Parental, Carers, Maternity & Adoptive Leave | | | | | | |
| 15.1 I have not been granted adoptive leave entitlements (Adoptive Leave Act, 1995) | Yes | | | | | Workplace Relations Commission Hearing |
| 15.2 I have not been granted additional adoptive leave entitlements (Adoptive Leave Act, 1995) | Yes | | | | | Workplace Relations Commission Hearing |
| 15.3 I have not been granted carer's leave (Carer's Leave Act 2001) | Yes | | | | | Workplace Relations Commission Hearing |
| 15.4 I did not receive my entitlement to parental leave (Parental Leave Act 1998) | Yes | | | | | Workplace Relations Commission Hearing |
| 15.5 I was refused "force majeure" leave (Parental Leave Act 1998) | Yes | | | | | Workplace Relations Commission Hearing |
| 15.6 I have not, on the expiry of my parental leave, been allowed to return to work (Parental Leave Act 1998) | Yes | | | | | Workplace Relations Commission Hearing |
| 15.7 I did not receive my entitlement to maternity leave (Maternity Protection Act 1994) | Yes | | | | | Workplace Relations Commission Hearing |
| 15.8 I have not been granted additional adoptive leave before the day of placement (Adoptive Leave Act, 1995) | Yes | | | | | Workplace Relations Commission Hearing |
| 15.9. I have not been given time off from work to attend pre-adoption classes and meetings (Adoptive Leave Act, 1995) | Yes | | | | | Workplace Relations Commission Hearing |
| 15.10 I have not, on the expiry of my adoptive leave, been allowed to return to work (Adoptive Leave Act, 1995) | Yes | | | | | Workplace Relations Commission Hearing |

| Specific Complaint | Rights Commissioner | Employment Appeals Tribunal | NERA | Equality Tribunal | Labour Court | Proposed |
|---|----------------------------|------------------------------------|-------------|--------------------------|---------------------|--|
| 15.11 My employer is unwilling to sign a Carer's Leave Confirmation Document (Carer's Leave Act 2001) | Yes | | | | | Workplace Relations Commission Hearing |
| 15.12. My employer is unwilling to sign a Parental Leave Confirmation Document (Parental Leave Act 1998) | Yes | | | | | Workplace Relations Commission Hearing |
| 15.13. I was penalised by my employer for proposing to exercise or having exercised my entitlement to parental or force majeure leave (Parental Leave Act 1998) | Yes | | | | | Workplace Relations Commission Hearing |
| 15.14. I have not been given time off from work for ante-natal or post-natal care (Maternity Protection Act 1994) | Yes | | | | | Workplace Relations Commission Hearing |
| 15.15. I have not been given breastfeeding breaks (Maternity Protection Act 1994) | Yes | | | | | Workplace Relations Commission Hearing |
| 15.16 I have not, as the Father of a child whose Mother has died, been given leave from my employment (Maternity Protection Act 1994) | Yes | | | | | Workplace Relations Commission Hearing |
| 15.17 I have not been given leave on health and safety grounds from my employment (Maternity Protection Act 1994) | Yes | | | | | Workplace Relations Commission Hearing |
| | | | | | | |