

The table below sets out the remedies that may be granted by a WRC Adjudication Officer in the different areas of employment and equality legislation which come under the WRC’s jurisdiction. The table should not be relied upon in place of legal advice and the WRC accepts no liability for reliance thereon; it is for information purposes only. It was last revised on 31 July 2024. To access legislation please consult the [Irish Statute Book](#) for the latest version of legislation in force and the [Law Reform Commission](#) website for unofficial but accessible, consolidated versions of key legislation.

	Where can I find the legal remedy under the relevant legislation?	Where are the breaches to be found?	Substance of the breaches	Remedy that may be awarded
1.	Section 45A of the Industrial Relations Act 1946	All Employment Regulation Orders made under section 42C	Contravention of an Employment Regulation Order.	An Adjudication Officer may require the employer to comply with the relevant Employment Regulation Order (‘ERO’) and/or make an award of compensation not exceeding 2 years’ remuneration.
2.	Section 12 of the Minimum Notice and Terms of Employment Act 1973	Sections 4(2), 5, 6	Failure to give minimum notice; failure to grant the employee’s rights during a period of notice; failure to give notice to employer.	An Adjudication Officer may order compensation for any loss sustained by reason of the contravention of sections 4(2) and/or 5 and/or such directions as are considered appropriate by the Adjudication Officer.
3.	Section 11A of the Protection of Employment Act 1977	Sections 9, 10 or 14(1)	Failure by an employer or ‘a responsible person’ to consult with employees’ representatives where collective redundancies are proposed; failure by an employer or a responsible person to provide information to employees’ representatives in relation to proposed redundancies. Prohibition on	An Adjudication Officer may require the employer or a responsible person to comply with Section 9, 10 or 14(1) and/or to take a specified action and/or pay compensation not exceeding 4 weeks’ pay.

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			employers and responsible persons to effect collective redundancies before the expiry of the period of 30 days beginning on the date of the relevant notification under section 12.	
4.	Section 6 of the Payment of Wages Act 1991	Sections 4C, 5	Unlawful deduction from wages or tips or gratuities.	An Adjudication Officer may direct the employer to pay compensation of an amount not exceeding the net wages or tips or gratuities that would have been paid in the week preceding the deduction/payment or, if the deduction/payment is greater than the latter, twice that amount.
5.	Section 7(2) of the Terms of Employment (Information) Act 1994	Sections 3, 4, 5, 6, 6C, 6D, 6E, 6F or 6G	Failure of employer to provide a written statement of terms of employment, to provide, prior to departure, a written statement of terms of employment when required to work outside the state, to notify the nature and date of a change to the terms of employment or to furnish a statement at the request of an employee, who has an existing contract of employment prior to the commencement of the Act.	An Adjudication Officer may include confirmation or alteration of the particulars contained in a statement, a requirement for the employer to alter or add to the statement and/or the payment of compensation not exceeding 4 weeks' remuneration.
6.	Section 32(1) of the Maternity Protection Act 1994	Parts II, III or IV	Entitlements in relation to maternity leave, including breastfeeding breaks.	An Adjudication Officer may include directions in relation to the grant of entitlements and/or an award of compensation not exceeding 20 weeks' remuneration.

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7.	Section 33(1) of the Adoptive Leave Act 1995	Parts II, III	Failure to grant the adoptive parent's entitlements.	An Adjudication Officer may include directions to the parties to resolve the matter and/or an award of compensation not exceeding 20 weeks' remuneration.
8.	Section 18 of the Protection of Young Persons (Employment) Act 1996	Sections 13, 17	Penalisation of an employee for having in good faith opposed an unlawful act under the 1996 Act.	An Adjudication Officer may include directions to take a specified course of action and/or an award of compensation.
9.	Section 17A of the Transnational Information and Consultation of Employees Act 1996	Section 17	Penalisation of an employee because of his/her status as an employee representative; failure of employer to provide reasonable facilities to representatives.	An Adjudication Officer may include directions to take a specified course of action and/or an award of compensation.
10.	Section 27(3) of the Organisation of Working Time Act 1997	Sections 6(2), 11 to 23, or 26	Failure to grant rest periods, annual leave, public holiday entitlements, information relating to working time or zero hours practices and pay for leave and public holidays on cessation of employment; penalisation of employee; failure to grant compensatory rest or breaks.	An Adjudication Officer may require the employer to comply with the relevant provision and/or make an award of compensation not exceeding 2 years' remuneration
11.	Section 21(1) and (2) of the Parental Leave Act 1998	Parts II and III of the Act	Failure to grant the parent's entitlements under Parts II and III of the Act, including the right to leave for medical care purposes and domestic violence leave.	An Adjudication Officer may specify the grant of parental leave and/or the award of compensation not exceeding 20 weeks' remuneration, or both.

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12.	Section 21A of the Parental Leave Act 1998	Part IIA (sections 13C, 13D, 13E, 13F and 13G)	Failure to grant the rights under Part IIA (sections 13C, 13D, 13E, 13F and 13G)	<p>In the case of the employer breaching obligations under <i>section 13C (1)</i>, an Adjudication Officer may direct the employer to comply with the requirements in paragraphs (a) and (b) of the section, award compensation not exceeding 20 weeks' remuneration, or both.</p> <p>In the case of the employer breaching obligations under sections <i>13D or 13E</i>, an Adjudication Officer may award compensation not exceeding 20 weeks' remuneration.</p> <p>In the case of the employer breaching obligations under section <i>13F (3)</i>, an Adjudication Officer may direct the employer to comply with the requirements of the section, award compensation not exceeding 20 weeks' remuneration, or both.</p> <p>In the case of the employer not granting the entitlements of the employee under section <i>13G</i>, an Adjudication Officer may award compensation not exceeding 20 weeks' remuneration.</p>
13.	Section 4(5) of the Protections for Persons Reporting Child Abuse Act 1998	Section 4(1)	Penalising an employee for having reported child abuse.	An Adjudication Officer may require the employer to comply with the relevant provision, take a specified course of action and/or make an award of compensation not exceeding 104 weeks' remuneration.
14.	Section 26 of the National Minimum Wage Act 2000	Parts II, III, IV, V	Failure to pay the correct pay entitlement.	An Adjudication Officer may include a direction to the employer to pay arrears and the expenses of the employee in connection with the dispute, may require the employer to rectify the contravention and/or pay any amount in respect of which the employer is in contravention.
15.	Section 21(1) of the Carer's Leave Act 2001	Parts II, III, IV except a dispute to which paragraphs (a), (b) or	Failure to grant entitlement to carer's leave, Protection from penalisation.	An Adjudication Officer may specify the grant of carer's leave and/or an award of compensation not exceeding 26 weeks' remuneration, or both.

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		(c) of section 17 apply		
<b>16.</b>	Section 16 of the Protection of Employees (Part-Time Work) Act 2001	Sections 9 and 15	Treating a part-time employee, in respect of his or her conditions of employment, less favourably than a comparable full-time employee; penalisation of employee.	An Adjudication Officer may require the employer to comply with the relevant provision and/or make an award of compensation not exceeding 2 years' remuneration.
<b>17.</b>	Paragraph 5 of Schedule 3 of the Competition Act 2002	Section 50(3)	Penalisation of employee for reporting breaches of the 2002 Act.	An Adjudication Officer may require the employer to comply with Section 50(3), take a specified course of action and/or make an award of compensation not exceeding 104 weeks' remuneration.
<b>18.</b>	Section 14 of the Protection of Employees (Fixed-Term Work) Act 2003	Contravention of the 2003 Act	Treating a fixed-term employee, in respect of his or her conditions of employment, in a less favourable manner than a permanent employee; failure of employer to comply with provisions concerning successive fixed-term contracts; failure of employer to provide a written statement; failure to provide information on vacancies and training opportunities; penalisation of employee.	An Adjudication Officer may require the employer to comply with the relevant provision, to reinstate or reengage the employee (including on a contract of indefinite duration) and/or make an award of compensation not exceeding 2 years' remuneration.

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19.	Section 9(5) of the Industrial Relations (Miscellaneous Provisions) Act 2004	Section 8	Victimising an employee on account of the employee being or not being a member of a trade union or an excepted body or the employee engaging or not engaging in any activities on behalf of a trade union or an excepted body.	An Adjudication Officer may direct that the conduct which is the subject of the complaint should cease and make an award of compensation not exceeding 2 years' remuneration.
20.	Section 55M(6) of the Health Act 2004	Section 55M(1)	Penalisation of an employee for making a protected disclosure under the Health Acts.	An Adjudication Officer may require the employer to comply with the relevant provision, take a specified course of action and/or make an award of compensation.
21.	Section 28 of the Safety, Health and Welfare at Work Act 2005	Section 27	Penalisation of an employee for performing duties, etc under the Health and Safety Acts.	An Adjudication Officer may require the employer to take a specified course of action and/or make an award of compensation.
22.	Paragraph 1 of Schedule 3 of the Employees (Provision of Information and Consultation) Act 2006	Section 13(1)	Penalisation of an employee as employees' representative for performing his/her functions under the 2006 Act.	An Adjudication Officer may require the employer to take a specified course of action and/or make an award of compensation not exceeding 2 years' remuneration.
23.	Paragraph 1 of Schedule 2 of the Employment Permits Act 2006	Section 26(3)	Penalisation of an employee for making a complaint or giving evidence in proceedings under the Employment Permits Act 2006 or giving notice of his or her intention to do any of the things referred to above.	An Adjudication Officer may require the employer to take a specified course of action and/or make an award of compensation.

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<b>24.</b>	Paragraph 2 of Schedule 6 of the Consumer Protection Act 2007	Section 87(3)	Penalisation of an employee for reporting breaches of the 2007 Act.	An Adjudication Officer may require the employer to comply with the relevant provision, take a specified course of action and/or make an award of compensation.
<b>25.</b>	Section 26(5) of the Chemicals Act 2008	Section 26(1)	Penalisation of an employee for reporting breaches of the 2008 Act.	An Adjudication Officer may require the employer to comply with the provision, take a specified course of action and/or make an award of compensation not exceeding 104 weeks' remuneration.
<b>26.</b>	Section 62(5) of the Charities Act 2009	Section 62(1)	Penalisation of an employee for reporting breaches of the 2009 Act.	An Adjudication Officer may require the employer to comply with the provision, take a specified course of action and/or make an award of compensation not exceeding 104 weeks' remuneration.
<b>27.</b>	Paragraph 1 of Schedule 2 of the National Asset Management Agency Act 2009	Section 223(3)	Penalisation of an employee for making a complaint or giving evidence in proceedings under the 2009 Act or giving notice of his or her intention to do any of the things referred to above.	An Adjudication Officer may require the employer to take a specified course of action and/or make an award of compensation.
<b>28.</b>	Paragraph 1 of Schedule 4 of the Inland Fisheries Act 2010	Section 38(1)	Penalisation of an employee for making a complaint or giving evidence in proceedings under the 2010 Act or giving notice of his or her intention to do any of the things referred to above.	An Adjudication Officer may require Inland Fisheries Ireland to take a specified course of action and/or make an award of compensation not exceeding 2 years' remuneration.

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<b>29.</b>	Paragraph 1 of Schedule 2 of the Criminal Justice Act 2011	Section 20(1)	Penalisation of an employee for disclosing information relating to relevant offences or for giving notice of his or her intention to do so.	An Adjudication Officer may require the employer to take a specified course of action and/or make an award of compensation not exceeding 2 years' remuneration.
<b>30.</b>	Paragraph 3 of Schedule 4 of the Property Services (Regulation) Act 2011	Section 67(5)	Penalisation of an employee for reporting improper conduct under the 2011 Act.	An Adjudication Officer may require the employer to take a specified course of action and/or make an award of compensation not exceeding 104 weeks' remuneration.
<b>31.</b>	Paragraph 1 of Schedule 2 of the Protection of Employees (Temporary Agency Work) Act 2012	Sections 6, 11, 13(1), 14, 23, 24	Failure to give an agency worker his/her basic working and employment conditions; failure to advise of vacancies; the charging of a fee to an employee by an agency for arranging employment; failure to provide the same collective facilities and amenities to an agency worker; penalisation of the employee for invoking rights or making a complaint under the 2012 Act.	An Adjudication Officer may require the employer or hirer to take a specified course of action and/or make an award of compensation not exceeding 2 years' remuneration.
<b>32.</b>	Paragraph 1 of the Schedule of the Further Education and Training Act 2013	Section 35(1)	Penalisation of an employee for making a complaint or giving evidence in proceedings or giving notice of his or her intention to do any of the things referred to above	An Adjudication Officer may require the employer to take a specified course of action and/or make an award of compensation not exceeding 2 years' remuneration.



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33.	Paragraph 1 of Schedule 5 of the Central Bank (Supervision and Enforcement) Act 2013	Section 41(1)	Penalisation of an employee for making a protected disclosure under the 2013 Act, giving evidence in relevant proceedings or giving notice of his or her intention to do any of the things referred to above.	An Adjudication Officer may require the employer to take a specified course of action and/or make an award of compensation not exceeding 2 years' remuneration.
34.	Paragraph 1 of Schedule 2 of the Protected Disclosure Act 2014	Section 12(1)	Penalisation of an employee for making a protected disclosure under the 2014 Act.	An Adjudication Officer may require the employer to take a specified course of action and/or make an award of compensation not exceeding 260 weeks' remuneration, or in relation to an individual who acquires information on a relevant wrongdoing during a recruitment process and is not in receipt of remuneration, including allowances in the nature of pay and benefits in lieu of or in addition to pay, from the employer concerned, €15,000.
35.	Section 23(2) of the Industrial Relations (Amendment) Act 2015	Section 20(1), all Registered Employment Agreements within the meaning of Chapter 2 of Part II, and all Sectoral Employment Orders within the meaning of Chapter 3 Part II.	Penalisation of a worker for invoking any right conferred on him or her by the Act, making a complaint to the WRC that a relevant provision of the Act has been contravened, or giving notice of his or her intention to do either of the matters referred to above.	An Adjudication Officer may require the employer to comply with the provision, take a specified course of action and make an award of compensation not exceeding 104 weeks' remuneration.
36.	Section 28(1) of the Paternity	Any entitlement under Part II and III of the Act.	Penalisation for exercising a right under the Act or in	An Adjudication Officer may include directions to the parties to the dispute, or if the decision is in favour of the employee, the

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	Leave and Benefit Act 2016		relation to contravention of any entitlement under the Act.	grant of paternity leave to the employee and/or compensation not exceeding 2 weeks' remuneration.
<b>37.</b>	Section 24(1) and (2) of the Parent's Leave and Benefit Act 2019	Any entitlement under Part II and III of the Act.	Penalisation for exercising a right under the Act or in relation to contravention of any entitlement under the Act.	An Adjudication Officer may include directions to the parties to the dispute, the grant of parent's leave to the employee and/or compensation not exceeding 7 weeks' remuneration.
<b>38.</b>	Section 14 of the Sick Leave Act 2022	Any entitlement under Part II and III of the Act, including section 12.	Penalisation for exercising a right under the Act or in relation to contravention of any entitlement under the Act.	An Adjudication Officer may include an award of compensation not exceeding 4 weeks' remuneration.
<b>39.</b>	Section 7 of the Unfair Dismissals Acts	Sections 3, 4, 5, 6	Unfair dismissal	An Adjudication Officer may include an order for re-instatement of the employee in the position which he held immediately before his dismissal on the terms and conditions on which he was employed immediately before his dismissal, an order for re-engagement by the employer of the employee either in the position which he held immediately before his dismissal or in a different position which would be reasonably suitable for him on such terms and conditions as are reasonable having regard to all the circumstances; if the employee incurred any financial loss attributable to the dismissal, an order for payment to him/her by the employer of such compensation not exceeding 104 weeks' remuneration; if the employee incurred no such financial loss, an order for payment to the employee by the employer of such compensation not exceeding 4 weeks' remuneration.
<b>40.</b>	Section 9 of the Protection of Employees (Employers' Insolvency) Acts 1984 to 2012	Sections 6, 7	Failure by the Minister to pay entitlements under the Insolvency Scheme (e.g. arrears of wages, sick pay, holiday pay and pay in lieu of notice, payments on foot of	An Adjudication Officer may make a declaration that the Minister is liable to make a payment, as specified under sections 6 and 7, out of the Social Insurance Fund.

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			adjudication decisions or mediation resolutions).	
<b>41.</b>	Section 39 of the Redundancy Payments Act 1967	Part II and III	Appeal from a deciding officer of the DSP or an employer.	An Adjudication Officer may include an order to pay entitlements under the Act.
<b>42.</b>	Section 81H of the Pensions Act 1990	Part VII of the Act	Non-compliance of any rule of an occupational benefit scheme, other than an occupational pension scheme, with the principle of equal treatment; non-compliance of any term of a collective agreement, employment regulation order or contract of employment, insofar as it relates to occupational benefits ,with the principle of equal treatment; non-compliance with the principle of equal treatment in relation to the manner in which an employer affords his/her employees access to an occupational benefit scheme.	An Adjudication Officer may make an order requiring that the principle of equal pension treatment be complied with, an order to take a specified course of action, an order for compensation for acts of victimisation.
<b>43.</b>	Section 82 and 85C of the Employment Equality Acts 1998	Parts II, III, IV and VII of 1998 Act (section 20A)	Discrimination, victimisation, dismissal in circumstances amounting to discrimination or victimization; failure to pay equal remuneration; non-receipt of benefits under an	An Adjudication Officer may make an award of compensation, an order for equal remuneration, an order for equal treatment, an order to take a specified course of action, an order for reinstatement or re-engagement with or without compensation against the employer.

	Where can I find the legal remedy under the relevant legislation?	Where are the breaches to be found?	Substance of the breaches	Remedy that may be awarded
			equality clause, non-compliance with the Gender Pay Gap requirements under section 20A.	
<b>44.</b>	Section 27 of the Equal Status Act 2000	Part II	Discrimination against, Victimisation of, or sexual harassment or harassment of, or permitting the sexual harassment or harassment of, a person in contravention of the Equal Status Acts.	An Adjudication Officer may award compensation and/or order the perpetrator to take a specified course of action.
<b>45.</b>	Regulation 10(5) of the European Communities (Protection of Employees on Transfer of Undertakings) Regulations 2003	Contravention of the Regulations other than regulation 4(4)(a)	Failure to protect the rights of employees arising from an employment contract in the event of a transfer of a business or part of a business, in which they are employed, which entails a change of employer.	An Adjudication Officer may require the employer to comply with the Regulations, take a specified course of action, and/or award compensation not exceeding 4 weeks' remuneration for contravention of Regulation 8, and/or compensation for contravention of any other Regulation not exceeding 2 years' remuneration.
<b>46.</b>	Section 27(3) of the Organisation of Working Time Act 1997	Contravention of regulations 5 to 10 of European Communities (Organisation of Working Time) (Activities of Doctors in Training) Regulations 2004.	Failure to provide doctors in training with compensatory rest, daily rest, breaks, weekly rest, maximum weekly working time, nightly working hours.	An Adjudication Officer may require the employer to comply with the relevant provision or compensation not exceeding 2 years' remuneration
<b>47.</b>	Regulation 15 of the European Communities	Regulations 5, 6, 7, 8, 9, 10, 11	Failure to comply with provisions relating to annual leave, health assessments,	An Adjudication Officer may require the employer to comply with the Regulations, and award compensation not exceeding 2 years' remuneration.

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	(Organisation of Working Time) (Mobile Staff in Civil Aviation) Regulations 2006		health and safety, working time and the adaptation of work.	
<b>48.</b>	Paragraph 2 of Schedule 2 of the European Communities (European Public Limited-Liability Company) (Employee Involvement) Regulations 2006	Regulation 19(1)	Penalisation of a member of the special negotiating body, a member of the representative body, an employee's representative performing functions under an information and consultation procedure, or an employee's representative in the supervisory or administrative organ of an SE who is an employee of the SE, its subsidiaries, or establishments or of a participating company, for the performance of his or her functions in accordance with the Regulations.	An Adjudication Officer may require the taking of a specified course of action and/or an award of compensation not exceeding 2 years' remuneration.
<b>49.</b>	Paragraph 2 of Schedule 2 of the European Communities (European Cooperative Society) (Employee	Regulation 20(1)	Penalisation of a member of the special negotiating body, a member of the representative body, an employees' representative performing functions under an information and consultation procedure, or an employees' representative in the supervisory or	An Adjudication Officer may require the relevant undertaking or the SCE to take a specified course of action or require the relevant undertaking or the SCE to pay compensation not exceeding 2 years' remuneration.

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	Involvement) Regulations 2007		administrative organ of an SCE who is an employee of the SCE, its subsidiaries or establishments or of a participating company, for the performance by him or her of his or her functions in accordance with the Regulations.	
50.	Paragraph 1 of the Schedule of the European Union (Reporting, Analysis and Follow-up of Occurrences in Civil Aviation) Regulations 2020	Article 16(9) of Regulation (EU) No. 376/2014 of the European Parliament and of the Council of 3 April 2014.	Subjection to any prejudice of employees and contracted personnel who report or are mentioned in occurrence reports collected in accordance with Articles 4 and 5 by the employer or by an organisation for which the services are provided.	An Adjudication Officer may require the employer or the organisation for which the person who is contracted personnel take a specified course of action or pay compensation not exceeding 2 years' remuneration.
51.	Paragraph 2 of Schedule 3 of the European Union (Cross-Border Conversions, Mergers and Divisions) Regulations 2023	Regulation 89(1)	Penalisation of a member of the special negotiating body, a member of the representative body, an employees' representative performing functions under these Regulations, or an employees' representative in the supervisory or administrative organ of a resulting company who is an employee of that company or of a participating	An Adjudication Officer may require the relevant company to take a specified course of action and/or make an award of compensation not exceeding 2 years' remuneration.

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			company, for the performance of his or her functions in accordance with these Regulations.	
<b>52.</b>	Regulation 8 of the European Communities (Working Conditions of Mobile Workers engaged in Interoperable Cross-Border Services in the Railway Sector) Regulations 2009	Any relevant provision of the Agreement concluded by the European Transport Workers' Federation (ETF) and the Community of European Railways (CER) on certain aspects of the working conditions of mobile workers engaged in interoperable cross-border services in Schedule 1.	Failure to provide for daily rest periods, breaks, weekly rest periods and contravention of driving time periods.	An Adjudication Officer may require the employer to comply with the Regulations and/or award compensation not exceeding 2 years' remuneration.
<b>53.</b>	Regulation 18 of the European Communities (Road Transport) (Organisation of Working Time of Persons performing Mobile Road Transport	Regulations 5, 8, 9, 10, 11, 12	Failure to comply with maximum working hours and night-time work restrictions, rest and break period requirements and other employer obligations.	An Adjudication Officer may require the employer to comply with the Regulations and/or award compensation not exceeding 104 weeks' remuneration.

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	Activities) Regulations 2012			
54.	Section 27 of the Work Life Balance and Miscellaneous Provisions Act 2023	Part III of the Act	Infringement of sections 21(1), 22, 24(3) and/or any other breach of Part III (except infringements of sections 21, 22 and 24) including prohibition of penalisation under section 26 for making requests under sections 20(1) or section 24(1).	<p>In the case of the employer breaching his or her obligations under section 21(1), an Adjudication Officer may direct the employer to comply with the provisions in paragraphs (a) and (b) of section 21(1), award compensation not exceeding 4 weeks' remuneration, or both.</p> <p>In the case of the employer breaching his or her obligations under section 22, an Adjudication Officer may award compensation not exceeding 4 weeks' remuneration.</p> <p>In the case of the employer breaching his or her obligations under section 24(3), an Adjudication Officer may direct the employer to comply with the provisions in paragraphs (a) and (b) of section 24(3), award compensation not exceeding 4 weeks' remuneration, or both.</p> <p>In the case of the employer breaching his or her obligations under Part III (except infringements of sections 21(1), 22 and 24(3)) including prohibition of penalisation under section 26 for making requests under sections 20(1) or section 24(1), an Adjudication Officer may award compensation not exceeding 4 weeks' remuneration.</p>
55.	Schedule 9 of the Maritime Area Planning Act 2021	Section 153(5)	Prohibition of penalisation	An adjudication officer may require the employer to take a specified course of action, which may include, in a case where the penalisation constitutes a dismissal, reinstatement or reengagement, or require the employer to pay to the employee compensation not exceeding 104 weeks' remuneration, or both.
56.	Schedule 7 of the Health (Assisted Human	Section 189(5)	Prohibition of penalisation	An adjudication officer may require the employer to take a specified course of action, which may include, in a case where



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	Reproduction) Act 2024			the penalisation constitutes a dismissal, reinstatement or reengagement, or require the employer to pay to the employee compensation not exceeding 104 weeks' remuneration, or both.