



Information Services Handle in excess of 52,000 calls

NERA's Information Services continue to deal with a large volume of enquiries from both employees and employers, with in excess of 52,000 calls and over 4,000 emails handled in the first half of 2008.

The most requested information categories are redundancy, holiday/public holidays and payment of wages. NERA's website, www.employmentrights.ie continues to be a popular source of information on employment rights, having had over 200,000 visitors and over a million web page impressions since its launch in January.

In the first half of 2008, NERA has participated in over 40 national and local conferences, exhibitions and seminars, presenting and exhibiting to a wide range of audiences on NERA and employment rights. Among these were events organised by the social partners including IBEC and SFA, IMPACT and SIPTU.

NERA also provided presentations to Citizens Information Centres and Chambers of Commerce and participated in industry conferences such as IPASS (the Irish Payroll Association National Payroll conference), the Institute of Legal Accountants of Ireland and the Chartered Institute of Accountants in Ireland. NERA also gave presentations to events organised by UCD and Carlow IT.

NERA's Inspection Services Recover in Excess of €1m

In the first half of 2008, NERA Inspectors carried out 11,499 calls/visits/inspections – an increase of 6,675 on the first half of 2007. Breaches were detected in 16% of the cases compared with 18% in the same period in 2007. More than €1 million in arrears due to employees have also been recovered to date in 2008 compared with approximately €990,000 in the same period in 2007.

NERA Inspectors are authorised to enter places of employment, inspect employment records, interview employers and employees and make associated enquiries to determine compliance with certain employment rights legislation.

On the next page is a breakdown of NERA Inspection statistics for the first half of 2008. These figures are provisional as of 30th June 2008 and are subject to change.

The first table gives a breakdown of inspections conducted within the industry sectors governed by Employment Regulation Orders (EROs) or Registered Employment Agreements (REAs).

These industry specific agreements cover minimum rates of pay and other conditions of employment for these industries. Many of them provide enhanced terms and conditions over and above what is provided for in general employment rights legislation.

The second table gives a breakdown of inspections conducted with respect to general employment rights legislation.

It should be noted that the two categories are not mutually exclusive and that some of the industries noted are also covered by general employment legislation. Some businesses may account for more than one inspection. In addition, individual businesses may be inspected under a number of pieces of legislation.

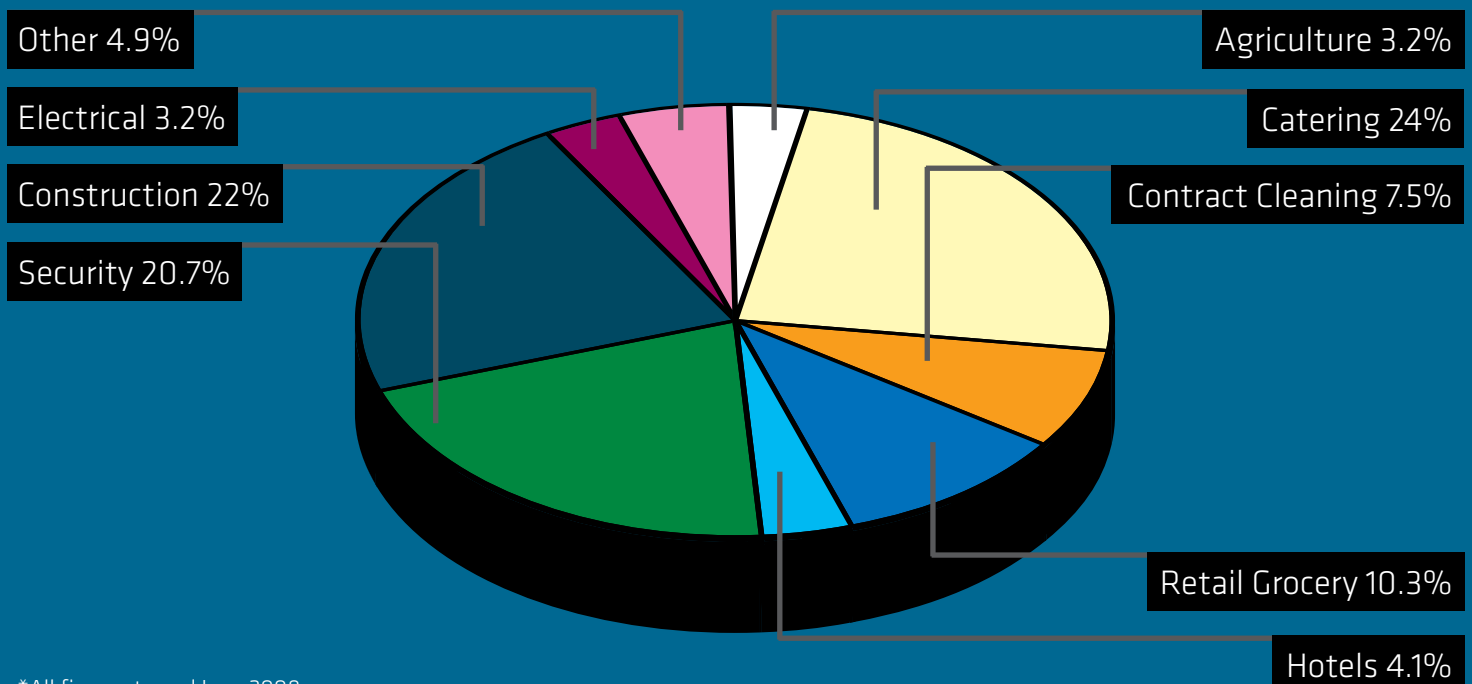
The figures given for the percentages of breaches detected are based on the number of inspections carried out. A high percentage of breaches does not necessarily indicate a high rate of non-compliance within a particular sector. It can result from a small number of inspections, targeted campaigns or inspections in response to a complaint.



Summary of Inspections and Breaches Detected by Industry Sector*

Sector	No. of Inspections	Breaches Detected (%)	Arrears Recovered (€)
Agriculture	18	39%	€7,233
Catering	134	76%	€104,786
Retail Grocery	42	62%	€46,210
Hotels	58	78%	€33,540
Contract Cleaning	23	91%	€237,746
Security	116	54%	€42,246
Construction	123	61%	€351,768
Electrical REA	18	50%	€75,361
Other	28	13%	€3,150

Inspections by Industry Sector (ERO/REA)*



*All figures to end June 2008

Summary of Inspections and Breaches by Employment Legislation

Legislation	No. of Inspections	Breaches Detected (%)	Arrears Collected (€)
National Minimum Wage	1,815	8%	€93,693
Payment of Wages	2,149	13%	€0
Organisation of Working Time	2,198	46%	€20,641
Protection of Young Persons	1,943	3%	€0

Targeted Inspection Campaigns

NERA's first two targeted inspection and awareness campaigns for 2008, which focused on the Security Industry and the National Minimum Wage, are now completed.

NERA's third campaign, which covers both the Catering sector and the Protection of Young Persons Act, commenced on 16 June and will continue until 17 August 2008. The focus of the Catering campaign will be on compliance with the Catering Employment Regulation Orders, (see The Labour Court Website for further details on these EROs).

It is intended to engage in joint investigations with Revenue and/or the Department of Social and Family Affairs during the campaign.

Summary of Enforcement Activity

Employment rights legislation provides for the bringing of proceedings for the purposes of enforcing awards of both the Labour Court and the Employment Appeals Tribunal. In the first half of 2008, 38 cases were referred to the Chief State Solicitor's Office for prosecution. 50 cases were concluded in this period.

Summary of Prosecution Activity

Employment rights legislation provides for the bringing of proceedings for the purposes of enforcing certain awards of the Rights Commissioner Service, the Labour Court and the Employment Appeals Tribunal. A total of 31 new cases were received in the first half of 2008. Nineteen cases were concluded in that period.



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NERA Inspection Services

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inspection@employmentrights.ie

NERA Enforcement & Prosecution Services

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enforcement@employmentrights.ie

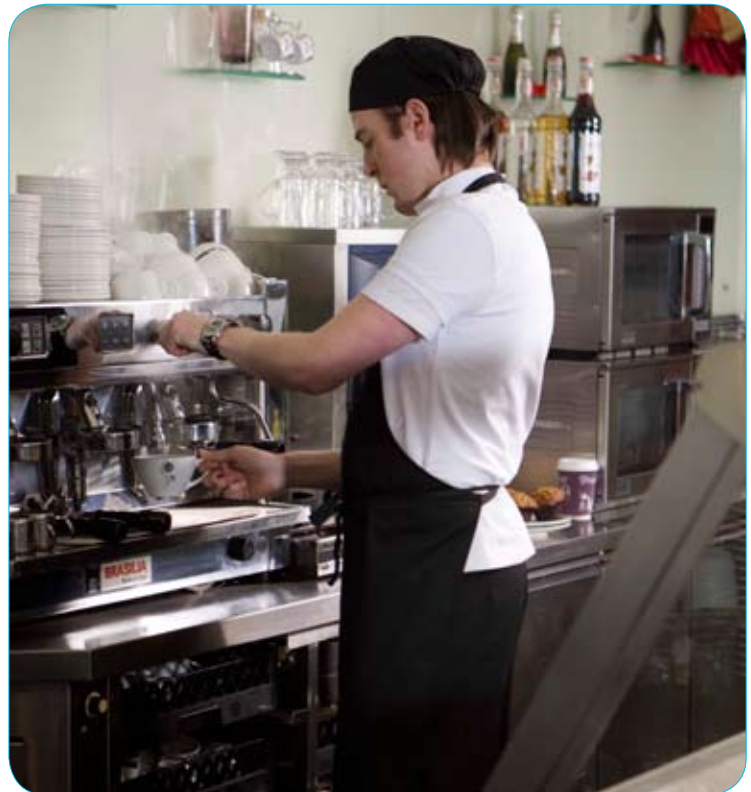
prosecution@employmentrights.ie

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NEWS ALERT: NERA highlights two specific areas of non-compliance

Two specific areas of non-compliance across all of NERA's inspection activity relate to the following:

- employers' non-compliance with statutory record-keeping requirements
- employers' non-compliance with rates of pay set out in various EROs and REAs relating to particular sectors.

NERA urges employers to visit:

www.employmentrights.ie/en/informationforemployers/recordstobemadeavailableforinspections

to inform themselves of their record-keeping obligations and, in relation to EROs and REAs they should visit

www.labourcourt.ie, to inform themselves of their legal obligations if they operate in certain sectors to which EROs and REAs apply.