Welcome to the Congress IR Training Programme from Autumn 2019. Our courses are designed to give officials and other trade union officers the skills, knowledge and confidence to be able to competently and professionally represent the interests of members.

Our tutors and contributors are all of very high calibre and our aim is to deliver courses of the highest quality.

HOW TO REGISTER FOR COURSES

Congress uses an online booking system for courses which you can access, along with further information, at www.ictu.ie/unionlearning

In general, participants on our training courses should be nominated by their trade union. You can request a place on our courses by using the booking form online at www.ictu.ie/unionlearning. While applications will be forwarded to your union for approval, please follow your own union procedures in terms of applying for training courses. An email will be sent by Congress to confirm places and provide any other course detail as necessary.

To search for particular courses listed in this brochure, use the code listed in the “Course Search” box on the website.

If you need any further information about these courses, or are interested in training not listed here, please contact Liam Berney in Congress at liam.berney@ictu.ie.
PROGRAMME OUTLINE

Congress will be continuing its series of acclaimed training courses on taking employment law cases. These courses aim to be practical and participative and assist officials to be as effective as possible in their dealings with both the WRC and Labour Court bodies. Congress has been offering training in this area in recent years which has been very well received and valued.

The courses are led by Kevin Duffy and Michael Halpenny.

Courses are offered at two levels.

Our “Essentials” course is designed to give less experienced learners a good grounding in what is required to take a case of behalf of members.

A more advanced “Strategy” course is then offered for officials who already have some experience of the processes and structures of the industrial relations institutions, and will provide an opportunity for a more detailed and strategic approach to constructing the most effective possible case. Courses are offered focussing on Employment Equality legislation, Unfair Dismissals, and Transfer of Undertakings and will involve participating in a mock Labour Court Hearing. Participants will be presented with a case study on which they must work collectively as a group.

It is a requirement for these more advanced courses that participants have either the requisite experience of taking cases or have previously completed an “Essentials” course.

It is important for this reason that participants are committed to attend the full duration of these courses and must also be able to allocate time to this group-work between classroom sessions. Unions are requested to facilitate their nominees in undertaking this work.

The courses will be held at Congress Offices in Dublin and/or at the Labour Court/WRC in Lansdowne House.

WHO SHOULD ATTEND?
The courses are designed for officials of affiliated unions who will be involved in preparing cases on behalf of members in a variety of employment law areas. The Essentials Training courses are for those who have not yet any experience of leading a case through WRC processes or presenting their case in the Labour Court.

The Strategic Courses are open to more experienced officials and to those who have previously completed the Essentials Training Programme.

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<tr>
<td><strong>Dates:</strong> October 14th and 15th, 2019 (2-day course)</td>
<td><strong>Dates:</strong> November 11th, 18th &amp; 25th, 2019 (3 day course)</td>
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<td><strong>Time:</strong> 9:30 – 17:00</td>
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<td><strong>Venue:</strong> Congress, Parnell Square</td>
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<td><strong>Course Ref:</strong> LC1</td>
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This course will provide, through presentations, role plays and group discussion an overview of:

- Principles and Sources of Irish Employment Law
- Role and Functions/Services of WRC and LC
- Labour Court Protocols and Procedures
- Guidelines on Written Submissions
- Researching Case Precedents
- General Advocacy
- Examination of Witnesses

It will include a visit to The Labour Court

This training will presume participants have already completed the Employment Rights Disputes Essentials Training course or have otherwise relevant experience and knowledge in all of the areas covered in that course.

The approach of the training will be to give people skills in analysing a case and deciding on the most effective way to make the case for their members.

The course is suitable for more experienced practitioners and is designed to complement their existing knowledge and skills with a more strategic and analytical framework for presenting their cases.
### Employment Rights Disputes: Strategy in Unfair Dismissal Cases

**Dates:** January 13th, 20th and 27th, 2020  
(3 day course)  
**Time:** 9:30 – 17:00  
**Venue:** Congress, Parnell Square  
**Course Ref:** LC3

This training will presume participants have already completed the Employment Rights Disputes Essentials Training course or have otherwise relevant experience and knowledge in all of the areas covered in that course.

The approach of the training will be to give people skills in analysing a case and deciding on the most effective way to make the case for their members.

The course is suitable for more experienced practitioners and is designed to complement their existing knowledge and skills with a more strategic and analytical framework for presenting their cases.

### Employment Rights Disputes: Essentials

**Dates:** February 26th and 27th, 2020  
(2-day course)  
**Time:** 9:30 – 17:00  
**Venue:** Congress, Parnell Square  
**Course Ref:** LC4

This course will provide, through presentations, role plays and group discussion an overview of:

- Principles and Sources of Irish Employment Law
- Role and Functions/Services of WRC and LC
- Labour Court Protocols and Procedures
- Guidelines on Written Submissions
- Researching Case Precedents
- General Advocacy
- Examination of Witnesses

It will include a visit to The Labour Court

### Employment Rights Disputes: Strategy in Transfer of Undertakings Cases

**Dates:** March 30th, April 6th & 20th, 2020  
(3 day course)  
**Time:** 9:30 – 17:00  
**Venue:** Congress, Parnell Square  
**Course Ref:** LC5

This training will presume participants have already completed the Employment Rights Disputes Essentials Training course or have otherwise relevant experience and knowledge in all of the areas covered in that course.

The approach of the training will be to give people skills in analysing a case and deciding on the most effective way to make the case for their members.

The course is suitable for more experienced practitioners and is designed to complement their existing knowledge and skills with a more strategic and analytical framework for presenting their cases.

### Employment Rights Briefings/Update (for participants and others)

Congress will be arranging a number of Employment Law Briefings. These will be designed to review significant and topical developments in legislation or cases. The briefings will be a useful addition for those who have participated in training courses or more generally for officials or activists interested in the topics to be discussed.

The Briefings will be held at the Congress Offices in Dublin on

**Dates:** Wednesday December 4th 2019  
**Course Ref:** LC6

**Dates:** Wednesday March 25th 2020  
**Course Ref:** LC7

**Dates:** Wednesday May 27th 2020  
**Course Ref:** LC8
KEVIN DUFFY was Chairman of the Labour Court from 2003 until he retired in June 2016. He was Deputy Chairman of the Court from 1997 until his appointment as Chairman. Prior to his appointment to the Labour Court he was Assistant General Secretary of Congress. He had previously been General Secretary of the Brick and Stonelayer’s Union. He also served as a member of the Executive Council of Congress between 1980 and his appointment as Assistant General Secretary in 1988. Kevin holds the degree of Barrister-at-Law from Kings Inns Dublin and has been called to the bar. He is an Adjunct Professor of Law at National University of Ireland Maynooth. He also lectures in employment equality law at the Academy of European Law in Trier. He is currently chair of the Public Sector Pay Commission.

MICHAEL HALPENNY represented workers as a full time organiser for over thirty years and was formerly a SIPTU National Industrial Secretary. He later established the union’s Legal Rights Unit and then the SIPTU Workers Rights Centre. He holds an Honours degree in History, Higher Diploma in Education, Diploma in Legal Studies and Barrister-at-Law Degree and has lectured for the National College of Ireland and other bodies. He is a regular contributor to trade union journals.

Congress also offers - jointly with SIPTU College - access to the Level 6 Certificate in Trade Union Studies (NCI) which is offered in Dublin, Waterford, Cork, Limerick, Galway and Sligo.

Each centre offers three modules every year, with terms commencing September, January and April. Learners can join the course at the beginning of any one of these modules.

Further details are available on the Congress portal; use the code NCICERT in the search field.