

| TIME              | SESSION   |   |
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| 8.30am – 9.20am   | Registration/ Exhibition/ Teas and Coffees  |   |
|                   | <b>MAIN HALL</b>  |   |
| 9.20am – 9.35am   | Event Opening with Chair, Ingrid Miley BL   |   |
| 9.35am – 10.20am  | <p><b>Review of the Year (Part 1 – 2023 – Looking Back) with Jennifer Cashman, Partner and Head of Employment Law, RDJ LLP</b></p> <p>Remote and flexible working requests, statutory sick leave, transparent &amp; predictable working conditions – it was a busy year for the legislator with more employment laws introduced than any other government department last year! <b>Jennifer Cashman</b> is here, as ever, to give her assessment of what’s important for YOU to know for Ireland’s workplaces.</p> <p>Jennifer delivers her annual round-up of the key employment law developments in 2023 not covered elsewhere in detail in this programme and sets out the trends that have emerged since November last year, including how the Budget 2024 will impact employers.</p> <p><b>NOTE: The contents of this session may change to reflect what have been the most important and latest developments as of November 2023. Part 2 of Jennifer’s review of the year closes this conference and looks forward to what you should expect to happen in 2024.</b></p> |   |
|                   | <b>MAIN HALL</b>  | <b>PARALLEL HALL</b>  |
|                   | <b>Chair – Ingrid Miley BL</b>  | <b>Chair – Marian Jennings</b>  |
| 10.25am – 11.10am | <p><b>WRC’s Code of Practice* – How to Deal with the Right to Request Remote and Flexible Working</b></p> <p>Free pizza, an ice cream van in the car park and 'bring your dog to work' days. Just some of the steps being taken by employers to entice remote workers back into the office, but many employees are choosing to stay at home. We’ve even seen Zoom, one of the companies synonymous with remote working asking employees back to the office for 2 days a week.</p> <p>In April 2023, the Work Life Balance and Miscellaneous Provisions Act 2023 introduced for the first time the statutory right to request remote working and request flexible working for parents and carers. We eagerly await the publication of the WRC’s Code of Practice following a public consultation which will set out</p>  | <p><b>What’s in a Word - Must We Really Ban ‘Banter’ in the Workplace?</b></p> <p>Although you want to encourage a friendly work environment, banter can blur the line between harmless fun and potentially offensive or discriminatory behaviour. Time and again the Workplace Relations Commission have upheld discrimination claims in favour of employees where banter oversteps the line. And what about ‘banter’ outside the workplace? Or on social media? What if your employee enjoys singing ‘hilarious’ (otherwise known as discriminatory/ plain offensive) songs at the club on a Saturday night, which end up going viral on a Sunday – is this really the business of HR?</p> <p>In this session, <b>Dr Gerard McMahon of Productive Personnel Ltd</b></p> |

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|                                 | <p>practical guidance for employers and employees as to the steps that may be taken for complying with the requirements of the Act in relation to applications for flexible or remote working.</p> <p><b>Maura Connolly, Partner, Head of Dispute Resolution and Employment Addleshaw Goddard LLP (Ireland) will</b></p> <ol style="list-style-type: none"> <li>1. Provide delegates with up-to-date legal and practical guidance in this complex area.</li> <li>2. Outline what employers' legal obligations and how you balance employee expectations with the needs of the business.</li> <li>3. Guide you on best practice for responding to remote and flexible working requests together with her top tips!</li> </ol> <p><i>*This session is subject to variation depending on the publication of the WRC's Code of Practice.</i></p> | <p>will look at:</p> <ol style="list-style-type: none"> <li>1. How banter can adversely impact on employee morale and productivity.</li> <li>2. Find out how you can spot the warning signs and foster a harmonious and productive work environment while mitigating legal risks and reputational damage.</li> <li>3. Lessons from recent caselaw.</li> </ol>   |
| <p><b>11.10am – 11.45am</b></p> | <p><b>BREAK &amp; EXHIBITOR</b></p>  |   |
|                                 | <p><b>MAIN HALL</b></p>  | <p><b>PARALLEL HALL</b></p>   |
| <p>11.45am – 12.30pm</p>        | <p><b>The ROI Case Review 2023 and Key Next Steps</b></p> <p><b>Duncan Inverarity, Partner and Head of Employment Law at A&amp;L Goodbody</b> sets out the main developments in ROI cases in 2023. Duncan will guide you through the legal labyrinth of recent case law, enabling you to learn from real-life examples and avoid common mistakes to safeguard your organisation.</p> <p><b>NOTE: Subjects covered in this session may vary from those shown and will focus on the most important ROI cases by November 2023.</b></p>   | <p><b>Will you still need me, will you still feed me, when I'm sixty-four? How to handle compulsory retirement and the pensions shake up in 2024!</b></p> <p>The use and enforcement of mandatory retirement ages has become an increasingly difficult area to manage for employers resulting in a flurry of recent cases on age discrimination.</p> <p>On top of that and after many twists and turns and lengthy delays, the Irish Government has approved the General Scheme of the Automatic Enrolment Savings Bill. It marks significant progress on the delivery of a new pension auto-enrolment scheme which will see potentially hundreds of thousands private sector workers automatically enrolled into a pension scheme.</p> |

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|                         |   | <p>In this double session, <b>Denise Moran, Senior Associate, Matheson</b> will</p> <ol style="list-style-type: none"> <li>1. Examine the ability for employers to fix mandatory retirement ages, and</li> <li>2. Share her top tips on how to avoid an age discrimination claim</li> </ol> <p>In the second half of the session <b>Lorcan Keenan, Partner, Matheson</b> will</p> <ol style="list-style-type: none"> <li>1. Outline the new auto enrolment pension system. Is it the solution to Ireland’s pension time bomb?</li> <li>2. Consider how these reforms will affect employers, and</li> <li>3. Share the do's and don'ts in managing the challenges.</li> </ol>   |
| <p>12.35pm – 1.20pm</p> | <p><b>Restructuring and Employment Law – What do you need to be aware of in 2024?</b></p> <p>The current economic climate is forcing businesses to make difficult decisions as they grapple with high inflation, a deflated economy and an increasing financial burden.</p> <p>Restructuring an organisation is simple...said no HR professional, ever. But it’s worth exploring before the other ‘R’ word – redundancies, as threats of a recession loom.</p> <p>Restructuring, whether due to mergers, acquisitions, or internal changes, can create uncertainty and resistance among employees. Addressing these challenges requires proactive planning, adaptability, and a focus on employee satisfaction and engagement to build a resilient and thriving workforce.</p> <p><b>Breda O’Malley, Partner and Head of Employment Law Team at Hayes Solicitors</b> will provide you with:</p> <ol style="list-style-type: none"> <li>1. An overview of the key employment law considerations for restructuring</li> </ol> | <p><b>Zero Tolerance: Tackling Bullying and Harassment Head-On</b></p> <p>The Irish Times reported up to 9% of workers in Ireland experience workplace bullying. Addressing bullying and harassment in the workplace has become not just a moral imperative, but a strategic necessity. Organisations need to act swiftly to tackle these issues before these behaviours erode employee engagement and productivity, tarnish your organisation's reputation, and expose the business to legal liabilities and costly legal claims. By promptly investigating and resolving cases of bullying and harassment, you send a clear message that you prioritise a safe and respectful work environment.</p> <p>Join <b>Michelle Halloran of MH Human Resource Management Services Solutions</b> as she discusses:</p> <ol style="list-style-type: none"> <li>1. How to deal with an allegation of bullying swiftly and fairly – document, inform the accused, safeguard the accuser, gather</li> </ol> |

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|                               | <p>from the potential application of the Transfer Regulations to implementing a redundancy process.</p> <ol style="list-style-type: none"> <li>2. Explains how to avoid the common pitfalls and stay ahead of your competitors</li> <li>3. Guidance on practical alternatives to redundancy</li> </ol>   | <p>evidence, communicate the outcome.</p> <ol style="list-style-type: none"> <li>2. How to comply with the Code of Practice for Employers and Employees on the Prevention and Resolution of Bullying at Work and the Code of Practice on Sexual Harassment and Harassment at Work</li> <li>3. What should be included in a Bullying &amp; Harassment Policy.</li> </ol>   |
| <p><b>1.20pm – 2.15pm</b></p> | <p style="text-align: center;"><b>LUNCH &amp; EXHIBITOR</b></p>  |   |
| <p>2.15pm – 3pm</p>           | <p><b>Regulating use of ChatGPT and AI at Work – Reducing the Risks While Ramping Up the Benefits</b></p> <p>Undoubtedly organisations that use AI will stand to gain significant competitive advantage but unrestrained employee use of ChatGPT and other AI tools could lead to data protection breaches, misconduct issues and copyright infringement claims. Addressing these problems requires careful regulation, ethical guidelines, and ongoing monitoring to ensure responsible and beneficial use of AI in the workplace.</p> <p><b>Linda Hynes, Partner, Lewis Silkin</b> gives her view on how to maximise AI’s potential in the workplace whilst staying on the right side of the law. In this session, she discusses:</p> <ol style="list-style-type: none"> <li>1. How to prepare for AI use by employees and what policies to consider</li> <li>2. The importance of AI training and awareness for employees and the risks employers need to be aware of</li> <li>3. How to guard against data breaches by or due to using AI in the workplace</li> <li>4. The latest news and developments relevant to AI in the workplace</li> </ol> | <p><b>Let Me Be Me - Neurodiversity: 5 Things Employers Need to Know</b></p> <p>According to Public Affairs Ireland estimate 4% of the Irish population are considered neurodivergent. Despite most companies having an increasing focus on equality, diversity, and inclusion (EDI) in the workplace, the neurodivergent group has often been overlooked in the workplace.</p> <p>If you do not understand the people that are working for you, how can you possibly get the best out of them? By embracing neurodiversity, employers can tap into a wider pool of talent, enhance creativity and innovation, and foster a more inclusive and supportive workplace culture.</p> <p>Our expert speaker <b>Barry Walsh, Founder of focusondiversity.ie</b> explain the five key considerations for employers about neurodiversity, including:</p> <ol style="list-style-type: none"> <li>1. An overview of neurodiversity and how to change YOUR perceptions</li> <li>2. Rethink Recruitment: How you can adjust your hiring process to ensure inclusivity from job design to onboarding</li> <li>3. What support and reasonable accommodations can employers offer to enhance productivity and well-being?</li> </ol> |

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|                        |  | <p>4. Neurodivergent employees can bring unique talents and skills to organisations but how can employers tap into the full potential of their neurodiverse employees while avoiding stereotyping?</p> <p>5. Neurodiversity-based discrimination claims are on the rise, so it makes sense to get some helpful tips on common pitfalls and how to avoid them.</p> <p>Ellie and Barry explain how to create an environment that embraces individual differences, offers equal opportunities for growth and advancement, and prioritises diverse perspectives in decision-making processes.</p>  |
| <p>3.05pm – 3.50pm</p> | <p><b>Gender Identity in the Workplace: Inclusive and Equitable Practices</b></p> <p>Discussing gender identity in the workplace can be challenging due to a lack of understanding surrounding it, leading to misconceptions and biases. People can be hesitant to engage in conversations about gender identity for fear of saying something wrong or offending others – will I use the wrong word, description or pronoun?</p> <p>Fear of judgment or discrimination also plays a significant role, as individuals may worry about negative reactions or potential career repercussions if they disclose or openly discuss their gender identity. These challenges result in a reluctance to address gender identity in the workplace, hindering the creation of an inclusive and supportive environment for all employees.</p> <p><b>Sara R. Philips Co-Chair International Trans Fund &amp; Transgender Europe</b> discusses her real-life, practical, and first-hand solutions on how to overcome these difficulties by:</p> <ol style="list-style-type: none"> <li>1. Fostering education and awareness – how to educate yourself and your workforce.</li> <li>2. Promoting open dialogue – break the taboo, and free your organisation up to</li> </ol> | <p><b>Emotional Intelligence in the Age of Artificial Intelligence - How You Show Up: Success in the Workplace of Tomorrow.</b></p> <p><b>Deiric McCann, Managing Director of Genos International Europe</b> will delve into the crucial role of emotional intelligence in an increasingly AI-dominated world and explore how it can shape the success of the workplace of tomorrow. As AI continues to advance and redefine the world of work, it has become imperative for individuals and leaders to cultivate emotional intelligence to complement the rise of technology.</p> <p>This session will explore the unique capabilities and qualities that set humans apart from machines and how emotional intelligence empowers us to thrive in this changing landscape.</p> |

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|                            | <p>accept and discuss each other in all their diversity.</p> <p>3. Cultivating a culture of acceptance and respect – how to ensure everyone feels comfortable and able to speak freely and without judgment.</p> <p><b>Bláthnaid Evans, Partner and Head of Employment, Ogier Lemans LLP</b> delves into the legal issues to ensure you remain on the right side of the law, including:</p> <ol style="list-style-type: none"> <li>1. What are an employer’s duties towards a transitioning employee?</li> <li>2. How to deal with contradictory, but equally valid, opinions in the workplace fairly.</li> <li>3. Update on any evolving case-law in this area.</li> </ol>                        |   |
| <p>3.55pm –<br/>4.35pm</p> | <p><b>Review of the Year (Part 2 – Looking Forward to 2024) with Jennifer Cashman, Partner and Head of Employment Law, RDJ LLP</b></p> <p>In her second session of the event, <b>Jennifer</b> considers the likely employment law developments that we’ll see in Ireland in 2024 and what we can do now to mitigate risk and maximise opportunities. We don’t just look at the bad stuff – there are some positives out there, if you care to look with Jennifer.</p> <p><b>NOTE: The contents of this session may change to reflect the most important and latest developments that are expected for 2024 as at November 2023 and that are not covered elsewhere in detail at this event.</b></p> | <p><b>Responding to Domestic Abuse: HR's Legal and Ethical Obligations</b></p> <p>According to international research commissioned by Vodafone Foundation, a third of workers in Ireland have experienced domestic abuse. Just under half of workers surveyed said they know someone who they think is currently or has previously experienced domestic abuse. The Work Life Balance and Miscellaneous Provisions Act 2023 provided for the first time in Ireland a statutory right for paid domestic violence leave and in August, the Government announced employees would receive 100% pay for this leave.</p> <p>Against this backdrop, our expert speaker <b>Caroline Reidy, Managing Director, HR Suite</b> discusses HR’s legal and ethical obligations of responding to domestic abuse, including:</p> <ol style="list-style-type: none"> <li>1. Why is domestic abuse an important issue for employers? What should they look out for?</li> <li>2. What are your legal responsibilities as an employer?</li> </ol> |

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|  |  | <p>Do you need a domestic violence leave policy?</p> <p>3. How do you support employees who are victims working from home?</p> |
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