

# Civil Service Industrial and Employee Relations

**NEW** GRADUATE  
PROGRAMME

**LAUNCHING IN JANUARY 2019 - APPLY NOW**



**publicjobs.ie**



**Rialtas na hÉireann**  
Government of Ireland

# About the Programme

A career in the Civil Service offers an exciting and challenging work environment and the opportunity to deliver world class services to the citizens of Ireland. The new Civil Service Industrial and Employee Relations Graduate Programme supports the development of graduates who can operate for and on behalf of the Government in the management of industrial relations (IR) and employee relations (ER) matters. Participants will have the opportunity to pursue a professional career path in the Civil Service and gain the skills and knowledge required to effectively manage industrial and employee relations matters.

The programme commences in January 2019 and runs over two years, combining practical work experience rotations with the opportunity to gain an industry-recognised Professional Diploma in Industrial and Employee Relations (Level 8). Programme participants will gain experience and insights into the complex and diverse Civil Service IR/ER operating environment during 8 month rotations in the Workplace Relations Commission (WRC), the Department of Public Expenditure and Reform (DPER) and the Department of Agriculture, Food and the Marine (DAFM).



# The Practical Experience – At A Glance

Programme participants will spend 8 months in each organisation and will receive on-the-job training with support to develop their knowledge and skills.



**24 MONTHS**

**What we do**



**What you'll do**



**Did you know?**



**An Roinn Caiteachais  
Phoiblí agus Athchóirithe**  
Department of Public  
Expenditure and Reform

The Department of Public Expenditure and Reform (DPER) serves the country, its people and the Government by delivering well-managed and well-targeted public spending, through modernised, effective and accountable public services.

Graduates will be assigned to the Public Service Pay and Pensions Division which deals with public service pay and pension policy development and application, industrial relations issues across all sectors of the public service, and the operation of Conciliation and Arbitration Schemes.

*Your assignment in the Department of Public Expenditure and Reform will provide a unique and stimulating environment to learn and develop in a central policy division where you will assist in the application of national pay policies and industrial relations processes across the public service.*



**8 MONTH  
ROTATION**

## WRC

An Coimisiún um Chaidreamh san Áit Oibre  
Workplace Relations Commission

The Workplace Relations Commission plays the central role in handling collective and individual industrial relations, employment law and discrimination disputes in Ireland, informing employers and employees of their employment rights, and inspecting workplaces to ensure compliance with employment law.

Graduates will enjoy a dynamic and challenging working environment where they will be exposed to the work and structures of the advisory, conciliation, facilitation, mediation, adjudication and inspectorate divisions of the WRC.

*In your time in the WRC, you will observe and learn about all aspects of the employment relationship in the public and private sectors, from inspection site visits and handling complaints to sitting in on adjudications, mediations and conciliations.*



**8 MONTH  
ROTATION**



**An Roinn Talmhaíochta,  
Bia agus Mara**  
Department of Agriculture,  
Food and the Marine

The Department of Agriculture, Food and the Marine is responsible for leading, developing and regulating the agri-food sector, protecting public health and optimising the social, economic and environmental benefits that derive from the sector.

Graduates will have day-to-day involvement in the Industrial Relations issues that arise in the Department and bodies under the aegis of DAFM; and will represent the Department in negotiations and dispute resolution forums.

*DAFM has one of the most diverse workforces in the Civil Service, including a variety of technical, professional and specialist grades. Joining the Industrial Relations team in DAFM, you will find yourself in a challenging environment with an opportunity to achieve your full potential by developing your negotiating, communication and interpersonal skills with a wide range of stakeholders.*



**8 MONTH  
ROTATION**

**Pursue a professional career path in the Civil Service while gaining practical skills and knowledge**



# The Professional Diploma – At A Glance

The Professional Diploma in Industrial and Employee Relations (Level 8) is a bespoke programme, designed to meet the needs of the Civil Service IR and ER environment. Programme participants will have the opportunity to enhance their understanding of industrial and employee relations in the organisational context, the concepts and rules of employment law and the psychology that underpins human relationships.



## Professional Diploma in Industrial and Employee Relations (Level 8)

### Industrial Relations

- The Changing Context of Industrial and Employee Relations
- Organisational Justice and Industrial Relations
- Employers, Employees, Trade Unions and Other Collectives
- The Role of the State in Industrial and Employee Relations
- Collective Bargaining in Organisational and Sectorial Context
- Conflict and Protest in Industrial and Employee Relations



### Employment Law

- Contract of Employment and Related Legislations
- Employment Rights and Protective Legislations
- Employment Equality Legislations
- Workplace Bullying, Stress and Harassment
- Health and Safety
- Employers' Obligations and Liability



### Managing Behaviour and Conflict Resolution

- The Psychology of Human Relations
- Personalities and Value Systems
- Perceptions, Attributions and Group Dynamics
- Conflicts and Conflict Resolution Frameworks
- The Negotiation Process
- Mediation Dynamics



“The Professional Diploma in Industrial and Employee Relations programme, which provides expert tuition and focus on professional practice, gives candidates the ability to deal with complexity and to work effectively in the contemporary IR/ER environment.”

*Dr. Michael Mulreany, Assistant Director General & Registrar, Institute of Public Administration*

# Why you should apply



## Who should apply?

The programme is open to graduates with a primary honours degree or Masters in Human Resource Management, Industrial Relations, Business Studies, Legal Studies and/or other HR related disciplines. Prospective candidates should have an interest in pursuing a career in human resources with a particular interest in industrial relations and employment law. Candidates should have a good knowledge of current affairs and the economic environment with strong analytical and interpersonal skills.

## How to apply

The first Civil Service Industrial and Employee Relations Graduate Programme will commence in January 2019.

For further information and to apply for Civil Service Industrial and Employee Relations Graduate Programme please visit [www.publicjobs.ie](http://www.publicjobs.ie).

The application process will open from Friday, 21st September 2018.

Closing date for applications is 3pm on Thursday, 11th October 2018.

