

Public Service Industrial And Employee Relations Graduate Programme

Pursue an exciting career as an industrial and Employee Relations Specialist in the Public Service.

Open for applications from September 2020
– see www.publicjobs.ie



PLACEMENTS FROM JANUARY 2021



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Rialtas na hÉireann
Government of Ireland

About the Programme

A career in the Public Service offers an exciting and challenging work environment and the opportunity to deliver world class services to the citizens of Ireland. The Public 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 and gain the skills and knowledge required to effectively manage employee and industrial relations matters in the Public Service.

The programme commences in January 2021 and runs over two years, combining practical work experience rotations with the opportunity to gain an industry-recognised Professional Diploma in Industrial and Employment Relations (Level 8). Programme participants will gain experience and insights into the complex public service IR/ER operating environment as they participate in rotations across a diversity of public service organisations and gain unique exposure to the work and structures of the Workplace Relations Commission.



The Practical Experience At A Glance



Programme participants will complete two rotations across diverse public service organisations with focussed placements in the WRC. Each rotation will offer on-the-job training and support to develop knowledge and skills.

Programme Structure



2 year Graduate Development Programme – 2 x 12 month rotations in a Public Service organisation with 2 x 4 week placements in the Workplace Relations Commission.

What we do



The Irish Public Service supports the State and the people of Ireland by carrying out the work of Government and delivering public services efficiently and effectively. Everything we do impacts on Irish society in some way. More than 300,000 public servants work across a broad range of organisations to deliver world class services to our people. This includes working in areas of education, defence, economics, health and policing.

What you will do



Observe and learn about all aspects of the employment relationship in the public sector.

Contribute to policy development and the management of industrial relations issues across diverse sectors of the public service

Develop your negotiating, communication and interpersonal skills through engagement with a wide range of stakeholders including policy makers and trade unions.

Learn about the industrial relations architecture in Ireland via exposure to structures of the advisory, conciliation, facilitation, mediation, adjudication and inspectorate divisions of the WRC

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?

Prospective candidates should have a keen interest in pursuing a career in the field of employee and industrial relations. Candidates should also have a good knowledge of current affairs and the economic environment with strong analytical and interpersonal skills.

The programme is open to graduates with a Primary Honours Degree or Master's Degree in any of the following disciplines:

- Human Resource Management
- Employee / Industrial Relations
- Business Studies
- Employment / Legal Studies

How to apply

The Public Service Industrial and Employee Relations Graduate Programme will commence in January 2021

For further information and to apply for Public Service Industrial and Employee Relations Graduate Programme please visit www.publicjobs.ie

Application process will be open from **Friday 18th September 2020.**

Closing date for applications is **Monday 28th September 2020.**

