

CERTIFICATE IN PROFESSIONAL EMPLOYMENT LAW AND PRACTICE

FACTFILE

Application: Apply online at www.ncirl.ie

Start Date

Sept 2025 and Jan 2026

Indicative Timetable

1 evening a week 18:30 – 22.00 plus one Saturday.

Duration

18 weeks

Delivery

Online, live interactive classes.

Fees

€1,300 total fee (Fees revised annually)

Course Description

This certificate will give you the skills and knowledge needed in managing difficult employment situations at work and changing the working climate. The course covers the key aspects of employment law and employee relations required by HR professionals, line and owner managers. The course is highly practical applying case law to real life situations, taught by lecturers with practical experience of these situations.

On completion, participants will be able to deal with such issues as poor performance, dismissals, redundancies and equality issues. Participants will also understand alternative dispute mechanisms, employee voice and international employee relations. With new EU directives coming around collective bargaining, it has never been more important for employers to upskill in this area. An innovative assessment structure is in place which promotes both the understanding of academic principles and the application of skill. Assessment is by means of skills demonstration, written projects and case assignments.

Upon successful completion of the certificate, graduates will be exempt from two modules of the (CIPD) Diploma in Professional Human Resource Practice. Note that the Certificate in Professional Employment Law & Practice is a short programme, and further modules are required to gain CIPD accreditation.

Who is the course for?

This part-time course is suitable for those who are working in HR or for those with experience in some aspects of HR who wish to update their skills and further their career. Given the importance of the issues, the course will also appeal to those working at line manager level or those running a small business with no HR unit in place.

Award

Graduates will receive a level 7 QQI Certificate in Professional Employment Law and Practice.

Entry Requirements

This course is designed to appeal to those working in HR or seeking to upgrade their knowledge of employment law. There are no specific academic requirements with applicants considered based on relevant work and other experience.

Laptop Requirement

All students applying to NCI must have access to a laptop that will allow them to attend classes online and, where relevant, to participate in on-campus learning. Some students may be able to avail of the Student Laptop Loan Scheme, subject to eligibility. See page 87 for more information.



COURSE CONTENT

- . Applied Employment Law
- . Employment Relations