

Law Directory 2024 Employment Legislation Periods of Limitation

Action	Time	Section
Working Time claim including claim by employee for holidays		Organisation of Working Time Act, 1997 (1997 Act)
Action: Workplace Relations Commission Adjudication Officer (AO) – Section 41(1) WRC Act	6 months 12 months if reasonable cause for delay	Section 41(6) Workplace Relations Act, 2015 (WRC Act) Section 41(8) WRC Act
Appeal: Labour Court	within 42 days notice may be given outside of this period in exceptional circumstances	Section 44(3) WRC Act. See also s28 1997 Act, as amended Section 44(4) WRC Act
Appeal: High Court on a point of law only	within 42 days	Section 46 WRC Act
Enforcement of AO Decision: District Court	within 56 days	Section 43 WRC Act
Enforcement of Labour Court Decision: District Court	within 42 days	Section 45 WRC Act
Claim in relation to minimum notice		Minimum Notice and Terms of Employment Acts, 1973-2005 (1973 Act)
Action: Workplace Relations Commission Adjudication Officer (AO) – Section 41(1) WRC Act	6 months 12 months if reasonable cause for delay	Section 41(6) and (7)(d) WRC Act Section 41(8) WRC Act
Appeal: Labour Court	within 42 days notice may be given outside of this period in exceptional circumstances	Section 44(3) WRC Act. See also s12A 1973 Act, as amended Section 44(4) WRC Act
Appeal: High Court on a point of law only	within 42 days	Section 46 WRC Act
Enforcement of AO Decision: District Court	within 56 days	Section 43 WRC Act
Enforcement of Labour Court Decision: District Court	within 42 days	Section 45 WRC Act
Unfair Dismissal claim		Unfair Dismissals Acts, 1977-2015 (1977 Act)
Action: Workplace Relations Commission Adjudication Officer (AO) – Section 8(1) 1977 Act, as amended	6 months 12 months if reasonable cause for delay	Section 8(2)(a) 1977 Act, as amended Section 8(2)(b) 1977 Act, as amended
Appeal: Labour Court	within 42 days notice may be given outside of this period in exceptional circumstances	Section 44(3) WRC Act. See also s8A(2) 1977 Act, as amended Section 44(4) WRC Act. See also s8A(2) 1977 Act, as amended
Appeal: High Court on a point of law only	within 42 days	Section 10(A), 1977 Act, as amended
Enforcement of AO Decision: District Court	within 56 days	Section 43 WRC Act. See also s8A(1), 1977 Act, as amended

Action	Time	Section
Enforcement of Labour Court Decision: District Court	within 42 days	Section 45 WRC Act
Claim for redress in respect of employment-related discrimination or victimisation (including dismissal)		Employment Equality Acts, 1998-2021 (1998 Act)
Action: Director General (DG) of the Workplace Relations Commission or Circuit Court -Section 77(1) or the Circuit Court under s77(3) of the 1998 Act, as amended	6 months from most recent occurrence 12 months if reasonable cause for delay	Section 77(5)(a), 1998 Act, as amended Section 77(5)(b), 1998 Act, as amended
Appeal: Labour Court (LC)	within 42 days notice may be given outside of this period in exceptional circumstances	Section 44(3) WRC Act. See also s83, 1998 Act, as amended Section 44(4) WRC Act. See also s83, 1998 Act, as amended
Appeal: High Court on a point of law only, further appeals are possible (rules of court apply)	within 42 days from LC decision	See s90(1), 1998 Act, as amended and Order 106 rule 5 of the Rules of the Superior Courts (RSC)
Enforcement of DG Decision: District Court	within 56 days	Section 43 WRC Act. See also s91(1), 1998 Act, as amended
Enforcement of LC Decision: District Court	within 42 days	Section 45 WRC Act. See also s91(2), 1998 Act, as amended
Claim for Redundancy Payments		Redundancy Payments Acts, 1967-2022 (1967 Act)
Action: To Deciding Officer or Director General of the Workplace Relations Commission for determination by Adjudication Officer (AO) – Sections 38 and 39 1967 Act, as amended by Section 76 WRC Act	52 weeks 104 weeks if reasonable cause Employee may apply to WRC to commence limitation period on another date from date of dismissal (s.24(3) 1967 Act, as amended)	Section 24(1) 1967 Act, as amended by s76(1) WRC Act Section 24(2A) 1967 Act, as amended by s76(1) WRC Act
Appeal: Labour Court	within 42 days notice may be given outside of this period in exceptional circumstances	Section 44(3) WRC Act. See also s39A 1967 Act, as amended Section 44(4) WRC Act. See also s39A 1967 Act, as amended
Appeal: High Court on point of law only	within 42 days	Section 40 1967 Act, as amended
Enforcement of AO Decision: District Court	within 56 days	Section 43 WRC Act
Enforcement of Labour Court Decision: District Court	within 42 days	Section 45 WRC Act
Payment of Wages claim		Payment of Wages Act, 1991 (1991 Act)
Action: Workplace Relations Commission Adjudication Officer (AO) – Section 41(1) WRC Act	6 months 12 months if reasonable cause for delay	Section 41(6) WRC Act Section 41(8) WRC Act
Appeal: Labour Court	within 42 days notice may be given outside of this	Section 44(3) WRC Act. See also s7 1991 Act, as amended Section 44(4) WRC Act. See also s7

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	period in exceptional circumstances	1991 Act, as amended
Appeal: High Court on a point of law only	within 42 days	Section 46 WRC Act
Enforcement of AO Decision: District Court	within 56 days	Section 43 WRC Act
Enforcement of Labour Court Decision: District Court	within 42 days	Section 45 WRC Act
Terms of Employment claim		Terms of Employment (Information) Act, 1994-2014 (1994 Act) Employment (Miscellaneous Provisions) Act 2018
Action: Workplace Relations Commission Adjudication Officer (AO) – Section 41(1) WRC Act	6 months 12 months if reasonable cause for delay	Section 41(6) WRC Act Section 41(8) WRC Act
Appeal: Labour Court	within 42 days notice may be given outside of this period in exceptional circumstances	Section 44(3) WRC Act. See also s8 1994 Act, as amended Section 44(4) WRC Act. See also s8 1994 Act, as amended
Appeal: High Court on a point of law only	within 42 days	Section 46 WRC Act
Enforcement of AO Decision: District Court	within 56 days	Section 43 WRC Act
Enforcement of Labour Court Decision: District Court	within 42 days	Section 45 WRC Act
Claim by a Part-Time Worker		Protection of Employees (Part-Time Work) Act, 2001 (2001 Act)
Action: Workplace Relations Commission Adjudication Officer (AO) – Section 41(1) WRC Act	6 months 12 months if reasonable cause for delay	Section 41(6) WRC Act Section 41(8) WRC Act
Appeal: Labour Court	within 42 days notice may be given outside of this period in exceptional circumstances	Section 44(3) WRC Act. See also s17 2001 Act as amended Section 44(4) WRC Act. See also s17 2001 Act as amended
Appeal: High Court on a point of law only	within 42 days	Section 46 WRC Act
Enforcement of AO Decision: District Court	within 56 days	Section 43 WRC Act
Enforcement of Labour Court Decision: District Court	within 42 days	Section 45 WRC Act
Claim by a Fixed-Term Worker		Protection of Employees (Fixed-Term Work) Act, 2003 (2003 Act)
Action: Workplace Relations Commission Adjudication Officer (AO) – Section 41(1) WRC Act	6 months 12 months if reasonable cause for delay	Section 41(6) WRC Act Section 41(8) WRC Act
Appeal: Labour Court	within 42 days notice may be given outside of this	Section 44(3) WRC Act. See also s15 2003 Act as amended Section 44(4) WRC Act. See also

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	period in exceptional circumstances	s15 2003 Act as amended
Appeal: High Court on a point of law only	within 42 days	Section 46 WRC Act
Enforcement of AO Decision: District Court	within 56 days	Section 43 WRC Act
Enforcement of Labour Court Decision: District Court	within 42 days	Section 45 WRC Act
Maternity Protection claim		Maternity Protection Acts 1994 to 2022 (MPA)
Action: Workplace Relations Commission Adjudication Officer (AO) – Section 41(2) WRC Act	6 months 12 months if reasonable cause for delay	Section 41(6) and (7)(c) WRC Act Section 41(8) WRC Act
Appeal: Labour Court	within 42 days notice may be given outside of this period in exceptional circumstances	Section 44(3) WRC Act. See also s32(2) MPA, as amended Section 44(4) WRC Act. See also s32(2) MPA, as amended
Appeal: High Court on a point of law only	within 42 days	Section 46 WRC Act.
Enforcement of AO Decision: District Court	within 56 days	Section 43 WRC Act
Enforcement of Labour Court Decision: District Court	within 42 days	Section 45 WRC Act
Adoptive Leave claim		Adoptive Leave Acts, 1995 and 2005 (1995 Act)
Action: Workplace Relations Commission Adjudication Officer (AO) – Section 41(2) WRC Act	6 months 12 months if reasonable cause for delay	Section 41(6) and (7)(a) WRC Act Section 41(8) WRC Act
Appeal: Labour Court	within 42 days notice may be given outside of this period in exceptional circumstances	Section 44(3) WRC Act. See also s33(2) 1995 Act, as amended Section 44(4) WRC Act. See also s33(2) 1995 Act, as amended
Appeal: High Court on a point of law only	within 42 days	Section 46 WRC Act
Enforcement of AO Decision: District Court	within 56 days	Section 43 WRC Act
Enforcement of Labour Court Decision: District Court	within 42 days	Section 45 WRC Act
Young Persons employment claim		Protection of Young Persons (Employment) Act, 1996 (1996 Act)
Action: Workplace Relations Commission Adjudication Officer (AO) – Section 41(1) WRC Act – See also section 18 1996 Act, as amended	6 months 12 months if reasonable cause for delay	Section 41(6) WRC Act Section 41(8) WRC Act
Appeal: Labour Court	within 42 days notice may be given outside of this	Section 44(3) WRC Act. See also s19 1996 Act, as amended Section 44(4) WRC Act. See also

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	period in exceptional circumstances	s19 1996 Act, as amended
Appeal: High Court on a point of law only	within 42 days	Section 46 WRC Act.
Enforcement of AO Decision: District Court	within 56 days	Section 43 WRC Act
Enforcement of Labour Court Decision: District Court	within 42 days	Section 45 WRC Act
Parental Leave, Domestic Violence Leave, Medical Care Leave, Request for Flexible Working Arrangements claim		Parental Leave Acts, 1998 to 2023 (PLA)
Action: Workplace Relations Commission Adjudication Officer (AO) – Section 41(2) WRC Act	6 months 12 months if reasonable cause for delay	Section 41(6) and (7)(e) WRC Act Section 41(8) WRC Act
Appeal: Labour Court	within 42 days notice may be given outside of this period in exceptional circumstances	Section 44(3) WRC Act. See also s21 and s21A (request for flexible working arrangement) PLA, as amended Section 44(4) WRC Act
Appeal: High Court on a point of law only	within 42 days	Section 46 WRC Act
Enforcement of AO Decision: District Court	within 56 days	Section 43 WRC Act
Enforcement of Labour Court Decision: District Court	within 42 days	Section 45 WRC Act
Minimum Wage claim		National Minimum Wage Acts, 2000 and 2015 (2000 Act)
Action: Workplace Relations Commission Adjudication Officer (AO) – Section 41(2) WRC Act – See also section 26 2000 Act, as amended	6 months 12 months if reasonable cause for delay	Section 41(6) and (7)(d) WRC Act Section 41(8) WRC Act
Appeal: Labour Court	within 42 days notice may be given outside of this period in exceptional circumstances	Section 44(3) WRC Act. See also s29 2000 Act as amended Section 44(4) WRC Act
Appeal: High Court on a point of law only	within 42 days	Section 46 WRC Act
Enforcement of AO Decision: District Court	within 56 days	Section 43 WRC Act
Enforcement of Labour Court Decision: District Court	within 42 days	Section 45 WRC Act
Carer's Leave claim		Carer's Leave Act, 2001 (CLA)
Action: Workplace Relations Commission Adjudication Officer (AO) – Section 41(2) WRC Act – See also s21(1) CLA as amended	6 months 12 months if reasonable cause for delay	Section 41(6) and (7)(b) WRC Act Section 41(8) WRC Act

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Appeal: Labour Court	within 42 days notice may be given outside of this period in exceptional circumstances	Section 44(3) WRC Act. See also s21(2) CLA, as amended Section 44(4) WRC Act
Appeal: High Court on a point of law only	within 42 days	Section 46 WRC Act
Enforcement of AO Decision: District Court	within 56 days	Section 43 WRC Act
Enforcement of Labour Court Decision: District Court	within 42 days	Section 45 WRC Act
Paternity Leave claim		Paternity Leave and Benefit Act 2016 (2016 Act)
Action: Workplace Relations Commission Adjudication Officer (AO) – Section 41(2) WRC Act – See also s28(1) 2016 Act	6 months 12 months if reasonable cause for delay	Section 41(6) and (7)(f) WRC Act Section 41(8) WRC Act
Appeal: Labour Court	within 42 days notice may be given outside of this period in exceptional circumstances	Section 44(3) WRC Act. See also s28(2) 2016 Act Section 44(4) WRC Act
Appeal: High Court on a point of law only	within 42 days	Section 46 WRC Act
Enforcement of AO Decision: District Court	within 56 days	Section 43 WRC Act
Enforcement of Labour Court Decision: District Court	within 42 days	Section 45 WRC Act
Parent's Leave claim		Parent's Leave and Benefit Act 2019 (2019 Act)
Action: Workplace Relations Commission Adjudication Officer (AO) – Section 41(2) WRC Act – See also s24(1) 2019 Act	6 months 12 months if reasonable cause for delay	Section 41(6) and (7)(g) WRC Act Section 41(8) WRC Act
Appeal: Labour Court	within 42 days notice may be given outside of this period in exceptional circumstances	Section 44(3) WRC Act. See also s24(3) 2019 Act Section 44(4) WRC Act
Appeal: High Court on a point of law only	within 42 days	Section 46 WRC Act
Enforcement of AO Decision: District Court	within 56 days	Section 43 WRC Act
Enforcement of Labour Court Decision: District Court	within 42 days	Section 45 WRC Act
Sick Leave claim		Sick Leave Act 2022 (2022 Act)
Action: Workplace Relations Commission Adjudication Officer (AO) – Section 41(2) WRC Act	6 months 12 months if reasonable cause for delay	Section 41(6) and (7)(h) WRC Act Section 41(8) WRC Act

Action	Time	Section
Appeal: Labour Court	within 42 days notice may be given outside of this period in exceptional circumstances	Section 44(3) WRC Act. See also section 14(3) 2022 Act. Section 44(4) WRC Act
Enforcement of AO Decision: District Court	within 56 days	Section 43 WRC Act
Enforcement of Labour Court Decision: District Court	within 42 days	Section 45 WRC Act
Protected Disclosure claim		Protected Disclosures Act 2014, as amended (2014 Act)
Action: Workplace Relations Commission Adjudication Officer (AO) – Section 41(1) WRC Act	6 months 12 months if reasonable cause for delay	Section 41(6) WRC Act Section 41(8) WRC Act
Appeal: Labour Court	within 42 days notice may be given outside of this period in exceptional circumstances	Section 44(3) WRC Act. See also Schedule 2 section 2 of the 2014 Act. Section 44(4) WRC Act
Enforcement of AO Decision: District Court	within 56 days	Section 43 WRC Act
Enforcement of Labour Court Decision: District Court	within 42 days	Section 45 WRC Act
Trade Disputes		Industrial Relations Acts
Action: Party to a trade dispute may refer it to Director General of the WRC	No generally prescribed time limit Within 6 months where worker is retired or a further 6 months where reasonable cause	Section 13 Industrial Relations Act 1969 Section 26A Industrial Relations Act 1990
Appeal to the Labour Court of a recommendation of the dispute from an AO	Six weeks after the making of a recommendation	Section 36(2) Industrial Relations Act 1990. See also Section 13(9) Industrial Relations Act 1969
Action: Investigation of dispute by the Labour Court	No generally prescribed time limit Within 6 months where worker is retired or a further 6 months where reasonable cause.	Section 20 Industrial Relations Act 1969 Section 26A Industrial Relations Act 1990
Claim for redress in respect of discrimination in connection with the provision of goods, services, property and other services to the public	For the s21 ground below: Must initially notify respondent of intention to make a complaint within 2 months of the incident; this may be extended to 4 months for reasonable cause or the requirement may be removed entirely where it is fair and reasonable in exceptional circumstances	Equal Status Acts, 2000-2018 (ESA)
Action: 1. Gender based complaint: Circuit	6 months	Section 21(6)(a) ESA, as amended

Action	Time	Section
Court – Section 21(1A) ESA, as amended 2. Workplace Relations Commission Director General – Section 21(1) ESA, as amended	12 months if reasonable cause for delay 42 days further appeal to Circuit Court regarding an extension of time application	Section 21(6)(b) ESA, as amended Section 21(7A) ESA, as amended
Appeal: 1. High Court on a point of law only 2. Circuit Court 3. High Court on a point of law only from CC (rules of court apply)	2. Circuit Court – within 42 days of decision of WRC 3. 10 days from date of judgment or order	1. Section 21(1A) ESA, as amended 2. Section 28(1) ESA, as amended. See also S22(2) ESA, as amended 3. Section 28(3) ESA, as amended. See also S22(4) ESA, as amended and Order 61 rule 2 RSC
Enforcement of DG Decision: District Court	within 56 days	Section 43 WRC Act
Request for Remote Working Arrangements Complaint		Part 3 of the Work Life Balance and Miscellaneous Provisions Act 2023 (2023 Act)
Action: Workplace Relations Commission Adjudication Officer (AO) – Section 41(2) WRC Act	6 months 12 months if reasonable cause for delay	Section 41(6) and 7(i) WRC Act Section 41(8) WRC Act
Appeal: Labour Court	within 42 days notice may be given outside of this period in exceptional circumstances	Section 44(3) WRC Act. See also section 27(4) of the 2023 Act. Section 44(4) WRC Act
Enforcement of AO Decision: District Court	within 56 days	Section 43 WRC Act
Enforcement of Labour Court Decision: District Court	within 42 days	Section 45 WRC Act