

## FILIPINO WORKERS RIGHTS IN IRELAND. December 2004

### Photocopy your passports.

It's very important to photocopy all your passports. One of the requirements for naturalization after five years is to present all relevant pages of your passports since arrival in Ireland. It costs only 54 cents to photocopy a 32 page passport. (4 cents for two pages). The cheapest photocopy centres are Reads of Nassau Street located next door to the Kilkenny tourist centre, and open till 6.30pm every day; not open Sunday. Also try Kings stationary on Bolton St. adjoining Capel St.

### Your RSI number is very important.

Your RSI number is the personal social services number issued to you, it is very important. Your number is shown on the plastic Social Services Card. (they've stopped issuing plastic cards as of February '03; they issue a letter instead). All your PRSI contribution details will be recorded under this number. You will need it if you are visiting a Tax Office, a Social Welfare Office, or if you are applying for a new work permit. It's almost as important as your passport.

At the end of each tax year (in January) your employer has to give you a form called a P60 which shows your total pay, tax and PRSI deductions for the previous tax year. See [www.dsfa.ie](http://www.dsfa.ie)

If your employer does not give you this form you better start asking questions. You will need it to produce with your next work permit application whether with the same employer or a new one. Also you should keep it for at least two years. You may need it to claim a refund of income tax or for social insurance benefits.

If you leave your job, your employer must give you a Form P45. Your P45 shows your total pay, tax and PRSI deductions from the start of the tax year until the date you leave your job. You will need your P45 if you claim unemployment payment.

As a Filipino worker in Ireland you are entitled to the full range of employment rights legislation and protections under Irish law as follows (this includes household workers):

### ON GETTING A JOB:

A contract and terms of employment are negotiable between the employer and employee. It should be noted, however, that an agreement entered into cannot offer terms less than the statutory minimum entitlements.

Your employer is required to give you certain information in writing i.e. the important elements of your job contract within two months of your start date (Terms of Employment (Information) Act, 1994). This information includes:

- rate of remuneration [and the pay reference period for the purposes of the National Minimum Wage.
- hours of work (including overtime)
- paid leave
- arrangements for when you are unable to work due to sickness or injury
- periods of notice which both your employer and you must give on ending work (you are entitled to give notice of termination of your employment even if you're on a contract.)
- reference to any collective agreements which affect your work contract, for example the Joint Labour Committee (JLC's) which operate in the hotel industry.

**What is my holiday entitlement ?** Four working weeks in a leave year in which the employee works at least 1,365 hours (unless it is a leave year in which he or she changes employment). A leave year means 12 months.

**There are nine (9) public holidays as follows:**

Christmas Day, St. Stephen's Day, St. Patrick's Day  
Easter Monday. The first Monday in (a) May,  
(b) June, and (c) August. The last Monday in  
October. The 1st of January.

With regard to these public holidays your employer may choose to give you one of the following four options:

(a) that day off with pay, or (b) a paid day off within a month, or (c) an extra day of annual leave, or (d) an extra day's pay.

### Q. Am I entitled to be paid when I'm out sick ?

**A.** In general there are no provisions regarding sick leave entitlement, it is totally at the discretion of the employer. Certain sectors of employment are covered by Employment Regulation Orders or Registered Employment Agreements, which provide enforceable rates of pay and terms and conditions of employment. The sectors which have statutory (meaning mandatory) sick leave provision included in their terms of employment are: (the Industries where Filipinos are mostly working are highlighted in bold letters below:

Agriculture; Brush & Broom; **Contract Cleaning  
Hairdressing (Dublin); Retail Grocery and Allied  
Trades**; Construction Industry; **Footwear Drapery  
and Allied Trades**; Electrical Contracting Industry;  
Provender Milling.

**It is very important for Filipinos in the hotel and catering industry to keep informed about the terms and conditions of these Joint Labour Committee Rules know as JLC's.** This means time and a half for overtime; double time for Sundays.

Telephone 01-613 6666 and ask the Secretary to send you the JLC notice for your industry (hotels, catering, contract cleaners etc).

### There are no statutory sick leave provisions for the Hotel and catering industry

### Q. How much notice do I have to give when I am leaving my job ?

**A.** An employer is entitled to at least one (1) week's notice from an employee who has been employed by the employer for 13 weeks or more. If a contract of employment has been entered into the terms of the contract must be adhered to. (*Consul's comment: for example if the notice on the contracts says one month, this must be adhered to.*)

### Minimum Wage

Generally employees are entitled to a minimum rate of pay of 7 euros per hour from 1<sup>st</sup> February 2004 (and 6.35 before that date) under the National Minimum Wage Act, 2000.

### Wage Slip

Under the Payment of Wages Act, 1991 the employer must give you, with your wages, a written statement of your gross wages and details of all deductions made. If the wages are paid by credit transfer, the statement of wages should be given to the employee as soon as possible after the credit transfer has taken place. The Act also protects against unlawful deductions from wages. (most nannies and housekeepers aren't given wage slips. Employers quite innocently don't realise that this is illegal. Others mistakenly assume that household staff are not covered by the labour laws. It is therefore very important for Filipinos to keep a work diary and write down the hours they work each day, especially Sundays and public holidays. Apart from tax deductions from your salary, other deductions cannot be made without your full written consent. For example some employers wrongly believe they can deduct 54.13 Euros per week for full meals and lodging, even when the contract states that this is free. (full board means 3 meals per day seven days per week.)

### WORKING TIME ACT

The Organisation of Working Time Act, 1997 sets out rights of employees in respect of the following:

#### Maximum Weekly Hours of Work

Your employer can not require you to work more than an average of 48 hours per week averaged over 4, 6, or 12 months (in most cases no more than 4 months).

#### Minimum Rest Times/Breaks

You are entitled to a minimum of -  
11 consecutive hours rest per 24 hour period

- one period of 24 hours rest per week, preceded by a daily rest period (11 hours)

- a break of 15 minutes after having worked 4.5 hours and another break of 15 minutes after having worked 6 hours or a break of 30 minutes after having worked for 6 hours if you have not taken a break of 15 minutes after 4 1/2 hours.

#### Sunday Work

You are entitled to an extra payment for Sunday work. (the law doesn't specify how much).

#### DISCRIMINATION

Employees are protected from discrimination in employment regardless of their age, gender, marital status, family status, race, religion, sexual orientation, disability, or membership of the travelling community (Employment Equality Act, 1998).

Queries or complaints should be addressed to The Equality Authority at Clonmel Street (off Harcourt Street), Dublin 2 Phone (01) 417 3333 or Lo-Call 1890 245545 (outside 01 area).

#### MATERNITY LEAVE

Under the Maternity Protection Act, 1994 a pregnant employee is entitled to maternity leave.

Full details of entitlements may be obtained from The Equality Authority at Clonmel Street (off Harcourt Street), Dublin 2. Phone (01) 417 3333 or Lo-Call 1890 245545 (outside 01 area). Filipinos are entitled to maternity benefit.

The minimum weekly rate is 141.60 and the maximum rate is 232.36 euro per week. The duration of the benefit is 18 weeks statutory.

Children born to Filipinos in Ireland are entitled to automatic citizenship of Ireland, and therefore of Europe. Since Jan 23<sup>rd</sup> 2003 parents of such children are not entitled to residence on the grounds that they have an Irish born child.

#### DISMISSAL

##### Unfair Dismissals Acts, 1977 to 1991

Generally, an employee must have at least 12 months continuous service with his/her employer before he/she is entitled to bring a claim for unfair dismissal under the Acts. (However if you have a short term contract you are entitled to bring a claim).

An employee does not require 12 months service where the dismissal results wholly or mainly from any of the following grounds:

- your trade union membership or activity
- your religious or political opinions
- your age, gender, marital status, family status, race, religion, sexual orientation, disability, or membership of the travelling community
- the fact that you have brought legal proceedings against the employer, or are a witness in proceedings against the employer
- you have exercised or attempted to exercise your rights under certain employment legislation

**The dismissal is presumed to be unfair unless the employer can show substantial grounds to justify it.** A dismissal will be fair if it is based wholly or mainly on one of the following grounds:

- your capability, competence or qualifications for the job

- your misconduct
  - your redundancy
  - where the continuance of your employment would contravene another legal requirement
  - where there are other substantial grounds
- If it is found by the Rights Commissioner or Employment Appeals Tribunal that you were dismissed for any other reason, the dismissal is automatically unfair.

#### **Disciplinary Procedures**

Section 14 of the Unfair Dismissals Act 1977 requires that all employees must be advised of the procedures to be followed in the event of a dismissal, within 28 days of commencement of employment

In cases of disciplinary action the following procedures should apply:

1. Verbal Caution. recorded.
2. Formal verbal warning
3. First Written Warning
4. Final Written Warning.

Every employee shall, at all times have the right of representation in any meeting with management.

#### **Summary Dismissal**

In cases of misconduct warranting summary dismissal the following procedure will apply:

In cases of misconduct such as fighting; theft; wilful damage to company property; reporting for work under the influence of alcohol or drugs; breach of trust or such other misconduct as may be defined as gross misconduct, the company may summarily dismiss an employee without recourse to the procedures contained above.

#### **Minimum Notice**

Every employee who has been in employment for at least 13 weeks and who work at least 8 hours per week is entitled to a minimum period of notice before the employer may dismiss them. This period varies from one to eight weeks according to the length of service.

#### **Employment Working Time**

From 1st November, 2001 new legislation introduced within the EU, means all employers are required to keep detailed records of start and finishing times, hours worked and leave granted to employees. This legislation, which is called the Organisation of Working Time (Records)(Prescribed Form and Exemptions) Regulations, 2001, is part of the Organisation of Working Time Act, 1997.

The new legislation requires employers who do not have a way of recording employee working hours electronically (i.e., using a clock-in system) to complete a special form called the OWT1 on a daily and weekly basis. Employers must also keep a copy of the statement provided to each employee under the Terms of Employment (Information) Act, 1994. Under the new legislation (subject to certain conditions), employers will be exempted from recording details of rest breaks and rest periods of employees, under the Organisation of Working Time Act, 1997.

Employers who fail to keep records under these Regulations are guilty of an offence and are liable on summary conviction to a fine not exceeding 1,900 euro.

#### **Rules**

The records that must be kept should contain the following:

- Name and address of each employee, his/her PPS Number and a brief statement of his/her duties as an employee

- A copy of the statement provided to each employee under the Terms of Employment (Information) Act, 1994
- Days and total hours worked in each week by each employee concerned
- Any days and hours of leave in each week granted by way of annual leave or in respect of a public holiday to each employee and the payment made to each employee in respect of that leave
- Any additional day's pay referred to in Section 21(1)(d) of the Organisation of Working Time Act, 1997 provided in each week to each employee concerned and
- A copy of a written record of a notification issued to an employee concerned in relation to any of the matters provided for in Section 17 of the Organisation of Working Time Act, 1997.

The records kept by an employer must be presented in a format that can be easily understood by an inspector.

Where there is no method of electronically recording hours worked by employees (i.e., a clock-in system), the employer must record the days and hours worked each week using Form OWT1 or in a form substantially similar to this.

In addition to this obligation, where an employer and employee agree, an employee may complete Form OWT1 or a substantially similar form each week and present the completed form to the employer for counter-signature. The employer then keeps the completed form for inspection. The form should be made available at all reasonable times for examination by an inspector.

#### **PHILIPPINE CONSUL DUBLIN**

Phone 01-8215424 or 086 399 7654 or Email [philconsul@eircom.net](mailto:philconsul@eircom.net)

[www.philireland.com](http://www.philireland.com) The 2001 version of the Dublin Consulate's website

#### **MIGRANT INFORMATION CENTRE**

[mic@columban.com](mailto:mic@columban.com) Opened by the Columban Fathers in early 2001. Phone during office hours at 888 1355. Mobile 086 3644586. Mon-Fri 10am to 12.30am & 2pm – 4.30pm. Located at 3 Beresford Place (basement of Stella Maris building) dublin 1. Usually Sanchez, sisters Monica or Cathleen will answer the phone. These are Irish missionaries who have served in the Philippines and speak Filipino fluently. Fr. Bobbie Gilmore heads the project.

#### **Chaplains to the Filipino Community**

Dublin: Fr. Pat O'Connell. 406 7285 & 086 604 9889  
Mass for the Filipino Community in Dublin celebrated every Second Sunday of the month at 3pm in Blessed Sacrament Chapel, Bachelors Walk, Dublin.

Cork: Fr. Pat O'Herlihy 087 228 4284 / 087 228 4284  
Our Lady Crowned, Upper Mayfield, Cork.

**Filipino forum:** Mike Anccheta, 087 935 7688 or Email [mikeancheta@eircom.net](mailto:mikeancheta@eircom.net)

#### **Immigration Lawyer**

Derek Stewart & Co. 12 Parliament St. Dublin 2. Phone 3 wks in advance for appointment 01-677 5011

#### **Work Permit Call Center**

631 3333 9.30am – 1pm & 2pm to 5pm. Check out the present and past status of your work permit.

#### **Visa Helpline**

[visamail@justice.ie](mailto:visamail@justice.ie) (Don't telephone them; they never answer).

**Don Brennock: Adviser,** 01-678 7206

#### **Passport Section Philippine Embassy**

Cris Abril at London 0044 207 361 4637 to enquire.

#### **Philippine Labour Attache**

Victor Ablan: 0044 7734 360 553

#### **MONEY ADVICE FOR FILIPINOS**

**Martin Bolger, of the Bray Money Advice and Budgeting Service. (MABS) 01-2760411** Martin is married to a Filipina and works for MAPS a government funded advice service which is free of charge.

More and more Filipino and other contract workers are experiencing serious difficulties such as finding themselves unemployed at short notice and not being paid when absent from work due to illness. Many foreign workers do not know where to turn to for advice and assistance and often rely only on co-workers during times of crisis. Some workers just give up and return home. However, we are fortunate in Ireland in that we have a very well developed Social Welfare system. The problem is that many foreign workers, including Filipinos, know very little about the Irish Social Welfare services even though by paying P.R.S.I. you are contributing to the Social Welfare fund. Some workers even believe that Social Welfare is some kind of charity. The fact is that the Department of Social and Family Affairs is, in terms of spending, the biggest Government Department in Ireland and is responsible for a whole range of Social Welfare payments and other services. Much of the funding for these services is raised from the Pay Related Social Insurance Contributions of employees and employers.

To begin with, your local Citizen's Information Centre is the first place you should go for free and confidential advice. You will find a list of these Centres in the Golden Pages (available to consult at your local Post Office if you don't have a copy). The Citizens Information Centres in the Dublin area are listed on page 403. The Dublin City Centre Citizens Information Centre is located at the Consumer Advice Shop, 13a Upper O'Connell St., Dublin 1. Tel. 01-8090633. This centre is open Mon-Fri, 9am-5pm.

Martin Bolger, Bray Money Advice and Budgeting Service. 01-2760411

#### **PRSI & SOCIAL WELFARE SERVICES**

With very few exceptions, all employees in Ireland - whether full-time or part-time - pay PRSI (Pay related Social Insurance). The vast majority of Filipino workers are within the most common PRSI class (Class A). This class includes people in industrial, commercial and service-type employment. The employer also pays PRSI. The rate you will pay depends on your earnings. From January 1<sup>st</sup> 2003 an employee with weekly earnings of 287 euro or less will not pay any contribution. If your weekly earnings are between 287.01 and 356.00 euro you will not pay anything on the first 127.00 and 4% on the balance. If you earn in excess of 356.00 euro you will pay 2% on the first 127.00 and 6% on the balance.

The different rates do explain why on some weeks you will notice different amounts being deducted from your pay.

The most important thing to understand is that in paying PRSI you are contributing to the social insurance fund. As a result of these contributions you will build up over time entitlements to a number of social welfare benefits. The main benefits of interest to Filipino workers are unemployment benefit, disability benefit, maternity benefit, old age contributory pension, and treatment benefit.

#### **UNEMPLOYMENT BENEFIT**

To qualify for unemployment benefit you must have:-

(a) 39 weeks PRSI paid since starting work (b) 39 weeks PRSI paid in the relevant tax year. What this means is that if you make a claim for UB this year, you would need to have 39 weeks PRSI paid since starting work in Ireland, and 39 weeks paid in 2001 which is the relevant tax year for a claim made in 2003.

If you are unemployed you should contact your social welfare local officer on your first day of unemployment.

Your will need to bring your PPS number, passport, and other supporting identification such as a bank book, a letter from your landlord confirming your address, a certificate known as a P45 – which your employer will give you – or a letter from the employer stating that you have ceased working and the reason why.

From 1<sup>st</sup> Jan 2003 the weekly personal rate of UB is 124.80 euros. If you have an adult dependent you will get an additional 82.80 euros and 16.80 for each child dependent.

If you don't qualify for UB you can claim unemployment assistance (UA). The rates of payment are the same as UB but you will be interviewed regarding your means (i.e. any other income you might have, the value of savings etc). this interview usually involves a visit to your place of residence by a social welfare officer who will have previously written to you as to when he will call and what documents you should have for him.

**Workers from non-EEA countries will only be paid unemployment assistance while their work permit is still valid.**

Is there any payment you can get if you are unemployed and do not qualify for UB or UA?

The answer is yes. At the moment foreign workers without a work permit can go to their local health clinic to be assessed for a weekly payment known as supplementary welfare allowance. The rate of payment is similar to UB/UA. The person you need to see in the health clinic is known as a community welfare officer (CWO). You may also qualify for assistance towards your rent called "a rent supplement".

**This is the current situation, but I understand from recent contact with CWO's that changes are to be introduced in the near future which will effectively result in those without work permits not being assisted by the health board.**

Call to the nearest local social welfare office or the nearest Citizen's information centre for free and confidential advice.

*Written by Martin Bolger, Bray Money Advice and Budgeting Service @ 2760411*

#### **CITIZENS INFORMATION CENTRE**

Citizens' Information Centres are a useful source of information. There are more than 80 of these around the country providing a free and confidential information service to the public on a range of services and entitlements. To find out the nearest one to where you live phone 605 9000. Also you can check your local Golden Pages for details of these centres and their opening hours. They are usually manned by very friendly civil servants on a voluntary basis, and they go out of their way to help Filipinos.

#### **SOCIAL WELFARE SERVICES**

[www.dsca.ie](http://www.dsca.ie)

#### **PROBLEMS WITH LANDLORD**

Phone Threshold: 01-678 6096 Stoneybatter, Dublin 7. [www.threshold.ie](http://www.threshold.ie) By appointment Mon – Fri 9am to 5pm. And on Thursday 5.30pm to 7.30pm

#### **LEGAL AID BOARD**

45 Lower Gardiner St. Dublin 1. Tel 01-874 5440. If it is reasonable for legal aid to be granted, you will be issued with a Legal Aid Certificate specifying the service. It's subject to means test.

#### **FAMILY DISTRICT COURT**

Re domestic violence etc.  
41 Dolphin House, East Essex St. Dublin 2.

#### **IMMIGRATION COUNCIL OF IRELAND.**

[www.immigrantcouncil.ie](http://www.immigrantcouncil.ie)

Just like the Migrant information Centre it's an independent non-government body, and was set up by Sister Stanislaus Kennedy in 2001. It provided information and advice on immigrants' rights and entitlements and referral services to other appropriate agencies. Call in or phone 01-8656525 Monday to Friday from 10am to 1pm & 2pm to 5pm. E-Mail [info@immigrantcouncil.ie](mailto:info@immigrantcouncil.ie)

They also give free legal advice and information on (a) residence permits (b) work permits (c) voluntary return (d) deportation, on Tuesday to Thursday from 2.30pm to 5pm (by appointment only). They will be publishing in mid 2003 an up-to-date information booklet on the rights and entitlements of immigrants in Ireland.

**MANDATE trade Union.** Cavendish Row on Parnell Square East. 01-874 6321 [mandate@mandate.ie](mailto:mandate@mandate.ie)

#### **PHILIPPINE EMBASSY LONDON**

Here are some ways to get in touch with the Philippine Embassy.

(1) Tel: 0044 20 7937 1600  
(2) Call or text via mobile phone on 7days-24hrs hotline: 07802790695  
(3) Fax at 0044 20 79372925

(4) Write to Philippine Embassy: 9-a Palace Green, London W8 4QE. You can be assured of reply within 5 days upon receipt of your message using 1-4.

(5) **The easiest and fastest way to communicate** is to use 24 hours a day/ 7 days a week. Interactive Online Helpdesk System at: [www.philemb.co.uk](http://www.philemb.co.uk) This is the latest and most up to date web site with very useful information.

#### **TAXATION IN IRELAND**

Income tax rates and tax bands for 2003:-  
20% tax for singles earning up to 28,000  
42% tax on anything over that amount.  
For one parent family it's 20% up to 32,000. Filipinos are entitled to this even if their child in in the Philippines. They have to check in with Tallaght tax office.  
For married (one income) Filipinos it's 20% up to 37,000.  
For married filipnos with two incomes it's 20% up to 56,000.

Using the above tax bands you take your total income (less pension and health contributions) into account when calculating your tax liability. You then subtract your tax credits to arrive at the net tax actually due.

#### **The following tax credits can be subtracted:-**

Single Person.....1,520 euros  
Married couple..... 3,040  
One parent family....3,040

Rent to a private landlord; up to 1,270 for single Filipino or 2,540 for married. (do you get receipts from your landlord?)

Trade Union subscription .....127 euros.

#### **PRSI and HEALTH LEAVIES**

In addition to income tax you are required to pay Health Contributions, which is 2% of all income, and social insurance which is 4%.

However employees are exempt for the first 127 euros income per week.

Employees earning less than 287 euro per week will be exempt from PRSI contribution, and those earning less than 356 per week will be exempt from the Health Contribution of 2%.

#### **TREATMENT BENEFIT**

Fully insured workers (and their spouse) qualify for dental, optical and hearing benefit regardless of the level of your income provided you have:

260 paid contributions (or if under 25 years, 39 paid contributions will suffice.

#### **NEW OPENING HOURS AT THE IMMIGRATION DEPARTMENT BURGH QUAY**

Monday to Thursday 8.00 a.m. to 10.00 p.m.

Friday 8.00 a.m. to 4.00 p.m.

Saturday 10.00 a.m. to 2.00 p.m.

The net effect of these extended opening hours is that any

person who presents at the Garda National Immigration Bureau's Registration Office **AT ANY TIME** on a given day has a guarantee that he or she will be dealt with AND THERE IS NO NECESSITY FOR PERSONS TO QUEUE PRIOR TO OPENING TIME AT 8A.M. or 10A.M. (on Saturdays).

This is not true if they are getting a visa. In this case they would be advised to start queuing at 4am as of November 2003.

#### **VISAS TO GO TO THE UK**

*One year visa costs 98 Euro (up from 93.50 Euro last year).*

*Obviously the two year visa at 112 Euros is better value.*

*Six month visa costs 58 Euro.*

*We heard recently from a Filipino that to get a British Visa she has to take her place in a Queue at 6am in the morning in Ballsbridge because the Embassy only entertain 10 or 20 applicants a day.*

*If that's true then it sounds as bad as our Dept Just visa office.*

[www.creditunion.ie](http://www.creditunion.ie) to find out where your nearest credit union branch is. This can be better than putting your money in a bank.

#### **FIND OUT ABOUT YOUR RIGHTS**

An excellent source of information and advice is to be found on [www.oasis.ie](http://www.oasis.ie) - the citizens information service on the web. This excellent site gives information on just about every aspect of your life – from registering a birth, to accessing medical services, employment disputes, social welfare entitlements, pensions and so on. And if actual advice is required the Citizens Information Call Centre will give all the answers required.

[www.labourcourt.ie](http://www.labourcourt.ie) This is a great site as you can download all up-to-date JLC rates of pay, and complaint forms.

[www.revenue.ie](http://www.revenue.ie) This is the site of the Irish Revenue Commissioners which they have put together. The site comes with all the necessary tax information which could be useful to Filipinos who intend working here.

[www.entemp.ie](http://www.entemp.ie) For work permit applications and general information the Department of Enterprise, Trade and Employment website.

This is a useful website for Filipinos to download. It has information about all the labour law booklets available, and extracts. Dept. Enterprise & employment with information about work permits.

[www.basis.ie](http://www.basis.ie) The latest Dept. Enterprise Website.  
[www.justice.ie](http://www.justice.ie) For information on immigration procedures the Department of Justice Website. Immigration information. Recommended highly.

[www.irlgov.ie/iveagh/](http://www.irlgov.ie/iveagh/) For information on Embassies, consulates and general working visa/authorisation applications the Department of Foreign Affairs.

[www.graphitehrm.com](http://www.graphitehrm.com) Knowing your rights in the workplace. Both employers and employees are able to access what exactly their rights in the workplace are online.

[www.equality.ie](http://www.equality.ie) Employment Equality Act 1998. Enforcing your rights in equal pay.

[www.irc.ie](http://www.irc.ie) Rights commissioner service.

[www.entemp.ie](http://www.entemp.ie) The best site of all. With up to date information on work permits, worker's rights. If you want free hardcopies of these marvalous booklets simply visit nt, Davitt House, 65A Adelaide Road, Dublin 2

#### **FILIPINO NURSES INFORMATION:**

[www.ino.ie](http://www.ino.ie) Irish Nurses Organisation. The largest professional Union for nurses and midwives in Ireland with 28,000 members.

[www.nursingboard.ie](http://www.nursingboard.ie) The Irish Nursing Board website. (non enough information).

[www.doh.ie](http://www.doh.ie) Irish Dept of Health.

[www.ukcc.org.uk](http://www.ukcc.org.uk) Information about nurse registration in the UK

[www.dfee.gov.uk/ols](http://www.dfee.gov.uk/ols) further information about obtaining work permits in the UK

[www.rcn.org.uk](http://www.rcn.org.uk) The Royal College of Nursing in the UK

[www.tuc.org.uk](http://www.tuc.org.uk) The TUC has a “Know your Rights at Work helpline.