



Julie Bradley
Industrial Relations Officer
Manx Industrial Relations Service

Role of MIRS



- To promote good working practices
- Provide advice on employment law
- Offer an **impartial, confidential, free** service
- 4 Industrial Relations Officers
- Appointed by Governor in Council
- Customers? Employers, employees, Trade Unions, Advocates – anyone really!

Employment Laws on IOM & Covid

- **Employment Act 2006**
(Unfair dismissal, suffering a detriment)
- **Equality Act 2017**
(Discrimination)
- **Flexible Working Regulations 2020**
(Working from home requests)
- **Annual Leave Regulations 2007 (amended 2020)**
(Holiday entitlement)

4 Common Questions



1) Annual Leave

Can I force staff to take holidays?

Can employees carry forward leave if they haven't taken it all?

2) Flexible Working/Working at Home

After working at home, my staff want to carry on but can I insist that they come back in the workplace?

Common Questions @MIRS



3) Terminating contracts

Can I sack a member of staff who is self isolating? It's the second time now!

4) Vaccines

Can I force staff to have the vaccine?

Can I sack staff who refuses to be vaccinated?

Contact us



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FREE AND EASY 😊

