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**An Bille Caidrimh Thionscail (Forálacha i leith  
Teidlíochtaí Pinsin Oibrithe Scortha), 2021  
Industrial Relations (Provisions in Respect of  
Pension Entitlements of Retired Workers) Bill 2021**

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*Meabhrán Míniúcháin  
Explanatory Memorandum*

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**AN BILLE CAIDRIMH THIONSCAIL (FORÁLACHA I LEITH  
TEIDLÍOCHTAÍ PINSIN OIBRITHE SCORTHA), 2021  
INDUSTRIAL RELATIONS (PROVISIONS IN RESPECT OF  
PENSION ENTITLEMENTS OF RETIRED WORKERS) BILL 2021**

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**EXPLANATORY MEMORANDUM**

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**Purpose of the Bill**

The Bill seeks to strengthen the rights of retired workers in relation to their occupational pension schemes and issues arising from any proposed changes to these schemes after a worker has left the employment concerned and retired.

It does this by providing for retired workers organisations to be consulted in cases of proposed changes to members pension schemes entitlement. Further to permit for these organisations to take cases to the WRC and extending the time for this to six months from the date in which a dispute over proposed changes to pension entitlements arose and not as previously a limit of six months from the time a member had retired from the workplace. It also strengthens the ability of retired members to become members of the board of trustees

**Background**

The Bill is a response to a number of cases where retired scheme members found that fundamental and far reaching changes were proposed to their pension schemes but that their ability to participate in and affect the discussion around these changes were limited as a result of them having already retired from their workplace.

**Financial Implications**

The Bill has no direct financial implications

**Key Provisions**

**Section 2;** amends the definition of a trade dispute to include issues around the pension schemes of retired workers.

**Section 4;** is a key provision in that it extends the period in which persons may seek to take a dispute over proposed changes to their pensions scheme to the Workplace Relations Commission. This would now be six months from the time at which a dispute arose as a result of proposed changes to the scheme.

**Section 5;** makes provisions to allow organisations representing retired workers take such cases to the Commission.

**Section 6;** makes provisions for the Commission to consult with representative organisations of retired workers on these matters.

**Section 10;** makes provisions to ensure that retired scheme members have strengthened rights when an election is to take place for two or more vacancies to a trustee board.

*Brid Smith TD, Gino Kenny TD, Richard Boyd Barrett TD  
Feabhra, 2021.*