**When should you make an appeal or seek a referral to the Labour Court?**

If you are involved in a complaint or a dispute related to your workplace, whether you are an employer or an employee, the State provides, through the WRC and the Labour Court, dispute resolution mechanisms which may help you to resolve workplace issues.

If you have not previously been in contact with the WRC or the Labour Court in relation to the dispute, you should first contact the WRC. The WRC provides mediation, conciliation, facilitation and advisory services, adjudication on complaints and disputes, and inspects and monitors employment conditions to ensure the compliance and enforcement of employment rights legislation.

More information and contact details for the WRC are available at <https://www.workplacerelations.ie/en/>

If you are

* involved in an industrial relations or employment related dispute, and;
* you have already sought support from any dispute resolution mechanisms available internally in your workplace, and;
* you have received or sought intervention from the WRC, and;
* your dispute remains unresolved

you may make an appeal or seek a referral to the Labour Court for a decision or a recommendation to resolve your dispute.