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Ireland Region

Labour Court Secretariat
The Labour Court
Lansdowne House
Lansdowne Road
Ballsbridge
Dublin 4

29th August 2025

Re: Request to the Labour Court for the examination of the terms and conditions of employment in the Commercial Archaeology Sector with a view to establishing a Sectoral Employment Order (SEO) as provided for in the Industrial Relations (Amendment) Act 2015

To Whom It May Concern,

In accordance with Section 14 of the Industrial Relations (Amendment) Act 2015, I wish to submit an application on behalf of Unite the Union for the examination of the terms and conditions of employment in the Commercial Archaeological Sector, with a view to establishing a Sectoral Employment Order (SEO).

We believe that we meet the key threshold requirements provided for under Section 15 of the Act concerning the above request, as follows:

Section 15 (1)(a)(ii): We believe are substantially representative of the workers who would be covered by the SEO.

Section 15 (1) (B): We believe the request should apply to all workers of the type set out in the application form, specifically Non-licenced Archaeological Workers.

Section 15(1)(C): Currently, pay conditions are established at an individual enterprise level, which we believe does not provide the necessary clarity for workers regarding rates of pay. This approach can also lead to inconsistencies and a lack of cohesion among employers in terms of the correct pay rates to provide.

Susan Fitzgerald
Regional Secretary

www.unitetheunion.org/ireland

Sharon Graham
General Secretary

Section 15(1) D): It is Unite's view, and that of our members, that clarity on rates of pay in the sector needs to be achieved. Our preferred option to achieve this is on a sector-wide basis rather than at enterprise-level. We believe pursuing this at enterprise level could give rise to industrial relations unrest, where pay established at sectoral level, with legal application, would do the opposite.

Please find enclosed:

1. Labour Court SEO application
2. Statutory Declaration

Thank you in advance for your assistance with this.

Yours sincerely,



Tom Fitzgerald
Regional Coordinating Officer
Unite the union



THE LABOUR COURT

INDUSTRIAL RELATIONS (AMENDMENT) ACT 2015

APPLICATION FOR A REQUEST to EXAMINE THE TERMS AND CONDITIONS OF EMPLOYMENT IN A SECTOR

Name of applicant:	Unite the Union
Address:	55/56 Middle Abbey Street, Dublin 1, D01X002
Contact Number:	018734577
Email Address:	Janet.murphy@unitetheunion.org
Sector:	Commercial Archaeology Sector
Class, type or group of workers to which the request relates: Non-licenced Commercial Archaeological Workers (i.e. archaeological workers who are not licence-eligible)	
Please enter details of the arrangements (if any) by which terms and conditions relating to remuneration and any sick pay scheme or pension scheme, of the workers in the sector to which the request relates are determined: Pay and conditions are established at individual enterprise level	
Where the applicant is a trade union of workers, please enter the name and address of any other trade union of workers that is representative of workers in the sector to which the request relates: Not applicable	
Where the applicant is a trade union of workers, please enter the name and address of any trade union of employers or organisation of employers that is representative of employers in the sector to which the request relates: IBEC 84/86 Lower Baggot Street Dublin 2 D02 H720	

Signature of Applicant:

Janet Murphy

Date:

29/8/2025

