



Jury Duty – Employees must be paid *

An employee who attends for Jury Service must be paid for that day by their employer.

On 19th January this issue came up where a Juror told the Court that she was concerned that if she undertook Jury Service that she could lose her job or that she would not be paid. The Court pointed out that the Court can fine the employer, and here is the real concern for employers, an unlimited sum if they do not pay an employee while they are on Jury Service.

In the case in question, the Juror was given the option to be excused but she said she wished to serve. The Court stated that they would get the Clerk of the Court to contact the employer about this issue.

The Court made it very clear that if an employer impedes an employee serving on a Jury that the Courts in Ireland will take a very serious view of same.

Where an employer to dismiss an employee for not coming to work because they attended at Jury Service it would be probably a 100% guaranteed Unfair Dismissal claim for the employee against the employer with reinstatement and back pay being the likely outcome.

This would be in addition to any penalty which would be imposed by the Courts themselves. Employers should be very aware that the Courts take service on a Jury as a very important Social function of a citizen and that any impeding of that right would most likely result in a significant fine against the employer.

***Before acting or refraining from acting on anything in this update legal advice from a Solicitor should be obtained.**

In contentious cases a Solicitor may not charge fees or expenses as a proportion or percentage of any award or settlement.