

**TREOIR FAOI NA hACHTANNA UM PAIRTEACHAS LUCHT OIBRE  
(FIONTAIR STAÍT), 1977 AGUS 1988**

Bileog Mhíniúcháin ar príomh-fhorálacha na nAchtanna

**GUIDE TO THE WORKER PARTICIPATION (STATE ENTERPRISES)  
ACTS, 1977 AND 1988**

Explanatory Leaflet on the main provisions of the Acts

NA hACHTANNA UM PÁIRTEACHAS LUCHT  
OIBRE (FIONTAIR STÁIT), 1977 AGUS 1988

*Bileog Mhíniúcháin*

*Nota:* Tá sa bhileog seo tuairisc ghinearálta ar an reachtaíocht um páirteachas lucht oibre i bhfiontair stáit. Ní míniú dlíthiúil í. 'Sé a cuspóir ná gearrthuairisc ar phríomhfhóralacha na nAchtanna um Páirteachas Lucht Oibre (Fiontair Stáit) a chur ar fáil i bhfocail neamhdhlíthiúla.

Is féidir cóipeanna den bhileog seo a fháil ón Aonad Eolais, an Roinn Saothair, Bóthar Mespil, Baile Atha Cliath 4.

Is féidir cóipeanna den bhileog dar teideal "Guidelines for Employee Participation" a fháil ón Aonad Eolais freisin.

An Roinn Saothair  
Baile Atha Cliath 4.

WORKER PARTICIPATION (STATE  
ENTERPRISES) ACTS, 1977 AND 1988

*Explanatory Leaflet*

*Note:* This leaflet gives a general description of the legislation for worker participation in State enterprises and is not a legal interpretation. The purpose is to present in non-legal language an outline of the main provisions of the Worker Participation (State Enterprises) Acts.

Copies of this leaflet may be obtained from the Information Unit, Department of Labour, Mespil Road, Dublin 4.

Copies of a booklet entitled "Guidelines for Employee Participation" may also be obtained from the Information Unit.

An Roinn Saothair  
Department of Labour  
Dublin 4.

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## RÉAMHRÁ

Tá dhá chuspóir ag na hAchtanna um Páirteachas Lucht Oibre (Fiontair Stáit) 1977 agus 1988

- (i) socrúithe páirteacha fobhoird a éascú i réimse leathan fiontar Stáit trí chomh-aontú idir leasanna fiontar agus fostaithe (tá liosta de na fiontair atá i gceist sa Chéad Sceideal, a bhfuil cóip de in Aguisín A).
- (ii) Ionadaíocht ag leibhéal boird a chur ar fáil d'oibríthe i bhfiontair áirithe trí fhostaithe, ón lucht oibre, a thoghadh chun a gceaptha ar na boird. (Tá liosta de na fiontair atá i gceist i gCodanna I agus II den Chéad Sceideal, a bhfuil cóip de in Aguisín A).

Taispeánann an Chéad Sceideal (Aguisín A) na fiontair a bhí i gceist nuair a ritheadh (Meitheamh 1988) an tAcht um Páirteachas Lucht Oibre (Fiontair Stáit) 1988. Tig leis an Aire Saothair, trí ordú, fiontair Stáit a chur leis nó a bhaint den liosta, ó am go ham, tar éis dul i gcomhairle leis an Aire Airgeadais agus leis an Aire a bhfuil baint dhíreach aige le haon fhiontar Stáit atá i gceist ina leithéid d'athrú.

## INTRODUCTION

The purpose of the Worker Participation (State Enterprises) Acts, 1977 and 1988 is two-fold:

- (i) to facilitate the introduction of sub-board participative arrangements in a broad range of State enterprises by agreement between the enterprise and employee interests (the enterprises concerned are listed in the First Schedule which is reproduced at Appendix A).
- (ii) to provide board level representation of workers in certain enterprises through the election of employees from among the workforce for appointment to the boards (the enterprises concerned are listed in Parts I and II of the First Schedule which is reproduced at Appendix A).

The First Schedule (Appendix A) shows the enterprises covered at the time the Worker Participation (State Enterprises) Act, 1988 was passed (June, 1988). The Minister for Labour may by order add or delete State enterprises from time to time after consultation with the Minister for Finance and the Minister directly concerned with any State enterprise involved in such an amendment.

## CUID II

Fiontair a bhfuil baint acu leis na socruithe fobhoird

Oifigeach Iomchuí  
(Ailt 2 — Acht 1988)

Socruithe páirteacha fobhoird  
(Ailt 3 agus 4 — Acht 1988)

## PAIRTEACHAS FOBHOIRD

1. Tá na fiontair Stáit a bhfuil baint acu leis na forálacha um páirteachas fobhoird sa reachtaíocht luaite i gCodanna I, II agus III den Chéad Sceideal atá léirithe in Aguisín A.

2. Tá foráil sa Reachtaíocht chun "oifigeach iomchuí" a cheapadh i ngach fiontar Stáit ar a mbeidh de dhualgas nósanna imeachta, maidir le bunú socruithe páirteacha fobhoird, a chur ar siúl. Ní miste an t-oifigeach iomchuí a bheith ina Rúnaí don fhiontar, nó, mar mhalairt, tig le Rúnaí an fhiontair duine eile a cheapadh mar oifigeach iomchuí ar choinníoll go mbeidh tromlach na n-oibríthe sásta glacadh leis an duine deireanach sin. Chomh maith leis sin, tig leis an oifigeach iomchuí údarás a thabhairt d'aon duine feidhmeanna an oifigigh iomchuí a chomhlíonadh thar a cheann.

3. Tá dhá shli ann chun tús a chur le socruithe páirteacha fobhoird. Sli amháin is ea iarratas a theacht ó cheardchumann nó ó cheardchumainn nó ó chomhlacht nó ó chomhlachtaí cosúil leo, (atá iad féin nó le chéile ina n-ionadaithe de thromlach na n-oibríthe), chuig an oifigeach iomchuí le haghaidh socruithe fobhoird.

Mar mhalairt, glactar mar iarratas achainí a bheith sinithe ag tromlach na bhfostaithe. I gceachtar den dá chás, déanfar socruithe le haghaidh páirteachas fobhoird.

## SUB-BOARD PARTICIPATION

1. The State enterprises covered by the sub-board participation provisions of the legislation are listed at Parts I to III inclusive of the First Schedule which is set out in Appendix A.

2. The legislation provides for the appointment of an "appropriate officer" in each State enterprise who will have responsibility for procedures relating to the establishment of sub-board participative arrangements. The appropriate officer may be the secretary of the enterprise, or alternatively, the secretary of the enterprise may appoint another person as appropriate officer, providing the latter is acceptable to a majority of employees. In addition, the appropriate officer may authorise any person to carry out the functions of the appropriate officer on his/her behalf.

3. There are two ways by which sub-board participative arrangements may be initiated. One way is by application from a trade union or trade unions or a similar body or bodies which, either singly or collectively, represent a majority of employees to the appropriate officer for sub-board arrangements. Alternatively, a petition signed by a majority of employees will be taken as an application. In either case, arrangements for sub-board participation will be put in train.

## PART II

Enterprises covered by sub-board arrangements

Appropriate Officer (S2 — 1988 Act)

Sub-board participative arrangements (S3 and 4 — 1988 Act)

Sa tsiú eile, tá modhanna ballóide i gceist. Faoi na modhanna sin, bíonn ar an oifigeach iomchuí vótaíocht na bhfostaithe go léir a ghlacadh chun a chinntiú an mbeidh an tromlach i bhfabhar páirteachas fobhoird. Sula gcuirfeadh an bhallóid ar siúl, caithfidh an t-oifigeach iomchuí iarraitas ar pháirteachas fobhoird a fháil a bheidh sínithe ag 15 faoin gcéad ar a laghad de na fostaithe. Má bhíonn tromlach na bhfostaithe i bhfabhar an togra, caithfeadh socruithe a dhéanamh le haghaidh bunú páirteachas fobhoird. Má dhiúltaíonn tromlach na bhfostaithe don togra, ní féidir a thuilleadh vótaíochta a chur ar siúl go ceann ceithre bliana. Tá treoracha san alt seo don oifigeach iomchuí maidir le reachtáil na vótaíochta. Ní féidir son vótaíocht a chur ar siúl chomh fada agus a bhíonn socruithe faoi pháirteachas, a rinneadh faoi Alt 6, i bhfeidhm.

4. Ní bheidh dul thar chinneadh an oifigigh iomchuí agus ní fhéadfar achomharc a dhéanamh ina aghaidh má éiríonn conspóid maidir le teideal chun iarraitais a shíniú, faoi ailt 3 agus 4 d'Acht 1988, teideal chun vótála ag vótaíocht faoi alt 4 agus maidir le soiléire bhri na ceiste ar an bpáipéar ballóide.

5. Tá foráil sa reachtalocht chun comhaontú idir an fiontar Stáit agus a fhostaithe a uilmhú maidir leis na socruithe páirteacha sonracha a bheadh le tabhairt isteach. Ní mór na gnéithe riachtanacha seo a leanas a bheith i ngach comhaontú páirteach:

The other way is by ballot procedures which requires the appropriate officer to take a poll of all employees to determine whether a majority would favour the establishment of sub-board participation. Before holding a ballot, the appropriate officer must be in receipt of an application for sub-board arrangements signed by at least 15 per cent of employees. If a majority of employees are found to favour the proposal, arrangements for the establishment of sub-board participation must be put in train. No further poll may be held for four years should a majority of employees reject the proposal. The section gives the appropriate officer instructions for the conduct of the poll. No poll may take place while arrangements for participation, established under section 6, are in operation.

4. The decision of the appropriate officer shall be final and unappealable in the event of a dispute arising concerning eligibility to sign applications under sections 3 and 4 of the 1988 Act, eligibility to vote at a poll under section 4 and the clarity of meaning of the question on the ballot paper.

5. The legislation provides for the drawing up of an agreement between the State enterprise and its employees concerning the specific sub-board participative arrangements to be introduced. Each participative agreement must include the following essential features:

Cinntí ag an Oifigeach Iomchuí (Alt 5 — Acht 1988)

Comhaontú idir na páirtithe maidir le socruithe fobhoird (Alt 6 — Acht 1988)

Decisions by the Appropriate Officer (S6 — 1988 Act)

Agreement between the parties on sub-board arrangements (S6 — 1988 Act)

Tuarascáil  
Bhlíantúil  
comhlachta  
sonraithe  
(Ail 7 — Acht 1988)

Costas socrúithe  
fobhoird  
(Ail 8 — Acht 1988)

—malartú rialta tuairimí agus eolais idir an bhainistíocht agus na fostaithe maidir leis na hábhair atá sonraithe sa chomhaontú;

—eolas á thabhairt in am trátha ag an mbainistíocht d'fhostaithe maidir le cinntí áirithe ar baolach feidhm shuntasach a bheith acu ar leas na bhfostaithe;

—eolas agus tuairimí, faoi na socrúithe páirt-eacha, a thabhairt do gach fostal.

D'fhéadfadh cibé gnéithe eile a chinntfeadh an bhainistíocht agus fostaithe eatarthu féin a bheith sna comhaontuithe freisin.

Is féidir faoin ailt seo, leis, an comhaontú páirteach a athbhreithniú, a leasú nó ceann eile a chur ina áit nó deireadh a chur leis an gcomhaontú páirteach.

6. Faoin reachtaíocht, caithfidh gach fiontar Stáit atá luaite sa Chéad Sceideal (féach Aquisin A) tuairisc a thabhairt ina Thuarascáil Bhlíantúil ar céard a rinneadh i rith na bliana chun socrúithe páirteacha fobhoird a thabhairt isteach agus ar aon chomhaontú páirteach a rinneadh sa tréimhse chéanna. Beidh feidhm ag an Ail ó 1 Eanáir, 1989.

7. Beidh an fiontar Stáit féin freagrach as na caiteachais a bhainfidh le bunú agus cothabháil a shocrúithe páirteacha fobhoird.

—a regular exchange of views and information between management and employees concerning matters which are specified in the agreement;

—the giving in good time by management to employees of information about certain decisions which are liable to have a significant effect on employees' interests;

—dissemination to all employees of information and views arising from the participative arrangements.

Agreements may contain, in addition, such other features as management and employees may decide between them.

The section also allows for review, amendment and replacement of the participative agreement and for winding up of the participative agreement.

6. The legislation requires each State enterprise listed in the First Schedule (see Appendix A) to describe in its Annual Report any action taken during the year to introduce sub-board participative arrangements and any participative agreement made during the year. The section is operative from 1st January, 1989.

7. Expenses incurred by a State enterprise in establishing and maintaining sub-board participative arrangements shall be borne by the enterprise itself.

Annual Report of  
specified body  
(57 — 1988 Act)

Cost of sub-board  
arrangements  
(58 — 1988 Act)

### CUID III

Fiontar a bhfuil baint acu le páirteachas ag leibhéal boird — (An Chéad Sceideal Cuid I agus II — Acht 1977)

Ceartha vótaile (Ait 10 — Acht 1977  
Ait 13 — Acht 1988)

Listá na gceannairmí (Ait 9 agus 10 — Acht 1977)

Listá na gceannairmí ar an mbord d'ionadaithe na bhfostaithe — (Ait 21 — Acht 1988)

### PAIRTEACHAS AG LEIBHÉAL BOIRD

1. Tá na fiontar Stáit, a bhfuil baint acu leis na forálacha do stiúrthóir-oibrí sa reacht-atocht, luaite i gCuid I agus i gCuid II den Chéad Sceideal de na hAchtanna, atá léirithe in Aguisín A. Tionófar toghcháin sna comhlachtaí gach ceithre bliana.

2. Tig le fostaí, a bhfuil 18 mbliana nó níos mó slánaithe aige agus a bhí fostaithe san fhiontar ar feadh 18 n-uair nó níos mó sa tseachtain i rith tréimhse leanúnach nach lú ná bliain, vóta a chaitheamh i dtoghchán. Braith-eann teideal chun vótála ar an stádas ar an "lá luaite" a shocraíonn an ceann comhairimh i ngach toghchán.

3. Ní mór ainm gach fostaí, a bhfuil teideal aige vóta a chaitheamh i dtoghcháin, a iontráil i listá singil toghthóirí, arna ullmhú agus arna chothabháil ag an gceann comhairimh. Faoi réir coinníollacha áirithe, tig le fostaithe de chuid an chomhlachta ainmniú an listá a iniúchadh. Sa tsí seo, féadfar aon earráidí nó easnamh a tharla, a thabhairt faoi deara agus a cheartú sula ndéanfar an vótaíocht.

4. Tá trian d'áiteanna iomlána ar an mbord curtha in áirithe d'ionadaithe tofa fostaithe i gcás fiontar atá luaite i gCuid I den Dara Sceideal (féach Aguisín B). Is féidir an líon ionadaithe oibrithe ar bhord fiontar, atá luaite i

### BOARD LEVEL PARTICIPATION

1. The State enterprises covered by the worker director provisions of the legislation are listed at Part I and Part II of the First Schedule to the Acts which is set out in Appendix A. Elections in the bodies are held every four years.

2. Any employee who is 18 years of age or over and has been employed in the enterprise for 18 hours a week or more over a continuous period of not less than one year, may vote at an election. Eligibility to vote is determined by reference to the position on the "stated day" which is fixed at each election by the returning officer.

3. The name of every employee entitled to vote at elections must be entered on a single list of electors, which is prepared and maintained by the returning officer. Subject to certain conditions, employees in the designated body may inspect the list. This should enable any errors or omissions which may occur to be detected and rectified before polling takes place.

4. One third of all board seats are set aside for elected worker representatives in the case of enterprises listed at Part I of the Second Schedule (see Appendix B). The number of elected worker representatives on the board

### PART III

Enterprises covered for board level participation (First Schedule Parts I and II — 1977 Act)

Voting rights (S10 — 1977 Act  
S13 — 1988 Act)

List of electors (S9 and 10 — 1977 Act)

Number of board places for worker representatives (S21 — 1988 Act)

Teideal chun seasamh mar iarrthóir (Ait 11 — Acht 1977)

An chaoi le harrthóirí a ainmniú (Ait 11 — Acht 1977)

gCuid II den Dara Sceideal, a athrú le hordú, faoi bhun an tsocruithe aon-triain, ar choinníoll nach lú ná a dó an líon atá socraithe.

5. Chun bheith i dteideal bheith molta mar iarrthóir, ní mór d'fhostaí dhá choinníoll a chomhlíonadh. Ar an gcéad dul síos, ní mór dó/dí ar an "lá luaite" (a bheidh socraithe ag an gceann comhairimh), gan bheith níos óige ná 18 mbliana d'aois ná níos sine ná 65 bliain d'aois. Ansin caithfidh an fostaí a bheith fostaíthe ag an gcomhlacht ainmnithe atá i gceist ar feadh tréimhse leanúnach nach lú ná trí bliana.

6. Tig le "comhlacht cáilithe" iarrthóirí a ainmniú. Chun críche na reachtaíochta is comhlacht cáilithe aon cheardchumann nó comhlacht eile daoine, a bhfuil an ceann comhairimh sásta, ar an lá ainmniúcháin, go bhfuil siad aitheanta ag an gcomhlacht ceaptha atá i gceist, chun críche comhchaibidli.

Caithfidh ainmniúcháin iarrthóra a bheith i scríbhinn ar an bhfoirm fhorordaithe agus a bheith faighte ag an gceann comhairimh laistigh den tréimhse atá ceaptha ar an "lá ainmniúcháin" (a shocraíonn an ceann comhairimh).

Tig le "comhlacht cáilithe" iarrthóir amháin nó níos mó a mholadh in ainm an chomhlachta féin. Mar mhalairt, tig le dhá chomhlacht cáilithe nó níos mó iarrthóir amháin nó níos mó

of an enterprise listed at Part II of the Second Schedule may be varied by order below the one-third arrangement, providing the number fixed is not less than two.

5. To be eligible for proposal as a candidate, an employee must fulfil two conditions; first, on the "stated day" (which will have been fixed by the returning officer) he must be not less than 18 or more than 65 years of age; and secondly, he must have been employed in a whole-time capacity by the designated body concerned for a continuous period of not less than three years.

6. Candidates may be nominated by a "qualified body". For the purpose of the legislation a qualified body is any trade union or other body of persons which the returning officer is satisfied that on nomination day, is recognised for collective bargaining purposes by the designated body concerned.

The nomination of a candidate must be made in writing on the prescribed form and must be received by the returning officer within the stipulated period on "nomination day" (which is fixed by the returning officer).

A qualified body may propose a candidate, or a number of candidates, in its own name. Alternatively, two or more qualified bodies may collectively propose a candidate or a

Eligibility to stand as a candidate (S11 — 1977 Act)

How candidates may be nominated (S11 — 1977 Act)

An Lá  
Ainmniúcháin  
(Ait 10 — Acht  
1988)

Faillt i socrú La  
Ainmniúcháin  
(Ait 10 — Acht  
1988)

Socrúithe vótála  
(Ait 9 agus 12 —  
Acht 1977  
Ait 17 — Acht  
1988)

a chómholadh. Ní féidir an dá rogha a dhéanamh — is féidir duine díobh a thoghadh ach gan an bheirt le chéile. Beidh ainmneacha na n-iarrthóirí agus ainmneacha na gcomhlachtaí cáilithe a mhol iad luaite ar an bpáipéar ballóide i dtoghcháin.

Tig le comhlacht cáilithe, nach mian leis iarrthóir a ainmniú, tacú le hiarrthóir atá ainmnithe ag comhlacht cáilithe eile, má aontaíonn an comhlacht eile leis. Déanfar tagairt don tacú sin ar an bpáipéar ballóide.

7. Tá an ceann comhairimh freagrach as an lá ainmniúcháin a shocrú i mbliain toghcháin i rith na tréimhse dhá mhí dhéag dar críoch 15 Meán Fómhair sa bhliain sin.

8. Mura socráíonn an ceann comhairimh lá ainmniúcháin i rith an dá mhí dhéag dar críoch 15 Meán Fómhair sa bhliain toghcháin, tig le haon fhostaí de chuid an fhiontair atá i gceist a iarraidh ar an Aire Saothair féachaint chuige go socrófar a leithéid de lá. Mura ndéanann an ceann comhairimh an lá ainmniúcháin a shocrú laistigh de 14 lá tar éis iarraitas a fháil ón Aire, tig leis an Aire féin tri rialachán, an lá ainmniúcháin a shocrú sa bhliain toghcháin sin.

9. I gcás líon na n-iarrthóirí a bheith, ar an lá ainmniúcháin, níos mó ná an líon áiteanna atá le líonadh, caithfidh an ceann comhairimh vótaíocht a ghlacadh. Ní mór vótáil ina leithéid

number of candidates. These options are mutually exclusive — one or other of them may be chosen, but not both. The ballot paper at elections will give the names of candidates and the names of the qualified bodies which proposed them.

A qualified body which opts not to nominate a candidate may support a candidate nominated by another qualified body, subject to the agreement of the latter. Such support will be indicated on the ballot paper.

7. It is the responsibility of the returning officer to fix the nomination day in an election year during the twelve month period ending on 15th September of that year.

8. If the returning officer does not set a nomination day during the twelve months ending on 15th September in the election year, any employee of the enterprise concerned may ask the Minister for Labour to arrange for the setting of such a day. If the returning officer fails to set the nomination day within 14 days of a request by the Minister, the Minister may himself, by regulation, set the nomination day in that election year.

9. Where the number of candidates on the nomination day exceeds the number of seats to be filled, a poll must be taken by the returning officer. Voting in such poll must take place

The Nomination  
Day  
(S10 — 1988 Act)

Failure to set  
Nomination Day  
(S10 — 1988 Act)

Voting  
arrangements  
(S9 and 12 — 1977  
Act  
S17 — 1988 Act)

de vótaíocht a bheith de réir mhodh na ballóide rúnda agus na hionadaíochta cionúire.

Is féidir go gceadódh an ceann comhairimh go mbeadh vótáil le déanamh go pearsanta amháin ar "lá vótaíochta" sonraithe nó tríd an bpost i rith "tréimhse vótaíochta" shonraithe (nach mó ná triocha lá). Áiríonn an tréimhse lá amháin inar féidir vótáil a dhéanamh go pearsanta. Má ghlactar le "lá vótála", caithfidh gach fostaí ar mian leo vótáil a bheith i láthair go pearsanta. I gcás na "tréimhse vótaíochta", is féidir cead a thabhairt do roinnt fostaíthe vótáil tríd an bpost agus do roinnt eile vótáil go pearsanta ar lá ceaptha i rith na tréimhse. Is faoin gceann comhairimh atá sé rogha a dhéanamh idir an "lá vótaíochta" nó an "tréimhse vótaíochta".

10. I gcás go bhfuil líon na n-iarrthóirí atá molta díreach cothrom le líon na n-áiteanna atá le líonadh nó i gcás líon na n-iarrthóirí atá molta a bheith níos lú ná líon na n-áiteanna atá le líonadh dearbhóidh an ceann comhairimh go bhfuil na h-iarrthóirí sin tofa. Níl gá le vótaíocht sna cúinsí sin. Ar ndóigh, mura n-ainmnítear aon iarrthóirí níl aon vótaíocht i gceist.

11. Tig le comhlacht cáilithe amháin nó níos mó, ina n-ainm nó le chéile, atá ina n-ionadaithe do nach lú ná 15 faoin gcéad de fhostaithe a bhfuil teideal chun vótála acu, a iarraidh i scríbhinn ar an gceann comhairimh gan dul ar aghaidh leis an dtoghchán. Sa chás seo,

by secret ballot and according to the principle of proportional representation.

The returning officer may allow votes to be cast either in person only on a specified "polling day" or by post during a specified "polling period" (not exceeding thirty days) which must include one day on which votes may be cast in person. Where a "polling day" is adopted, personal attendance is required in the case of all employees wishing to vote. In the case of the "polling period", some employees may be allowed to vote by post and others may vote in person on a stipulated day during the period. The choice about whether to adopt a "polling day" or a "polling period" rests with the returning officer.

10. Where the number of candidates proposed corresponds exactly to the number of seats to be filled or where less candidates are proposed than there are seats to be filled, such a candidate will be declared to have been elected by the returning officer. No voting is necessary in these circumstances. If no candidates are nominated, the election lapses.

11. One or more qualified bodies, which individually or collectively represent not less than 15 per cent of employees entitled to vote, may request the returning officer in writing not to proceed with the election. In this event, the returning officer arranges to hold a "pre-

Gan gá le vótáil i gcúinsí áirithe.  
(Ail 12 — Acht 1977)

Iarratas ar Réamh-vótaíocht  
(Ail 13 — Acht 1977  
Ail 18 — Acht 1988)

Voting not necessary in certain circumstances  
(S12 — 1977 Act)

Request for Preliminary Poll  
(S13 — 1977 Act  
S18 — 1988 Act)

Rialacháin maidir le toghcháin.  
(Ailt 9 — Acht 1977)

Ceapacháin chun an bhoird, téarmaí oifige, etc.  
(Ailt 15, 16, 17 agus 18 — Acht 1977  
Ailt 12 agus 19 — Acht 1988)

socráíonn an ceann comhairimh “réamhvótáíocht” — ina bhféadfadh gach fostaí atá ar liosta na dtoghthóirí vótáil. Má dhiúltaíonn an tromlach, a vótáil sa vótáíocht, don toghchán, ní bheidh aon vótáíocht eile ann go ceann ceithre bliana. Seachas sin ceadaítear dul ar aghaidh léi. Caithfean an t-iaratas chuig an gceann comhairimh a dhéanamh laistigh de sheacht lá ón “lá luaite”.

12. Tugann an t-Acht cumhacht don Aire Saothair rialacháin a dhéanamh a léiríonn go míon an chaoi le toghcháin a reachtáil. Déantar na rialacháin seo tar éis dul i gcomhairle leis na hAiri Iomchuí agus leis na comhlachtaí ainmnithe atá i gceist.

13. Tar éis toghcháin, cuireann an ceann comhairimh ainmneacha na ndaoine, ar éirigh leo, in iúl don Aire Iomchuí. Ceaptar iadsan ansin mar chomhaltaí nó mar stiúrthóirí, mar is cuí, sa bhord Stáit atá i gceist. Déantar gach ceapachán i scríbhinn agus sonrófar ann téarma oifige gach stiúrthóir/comhalta ainmnithe.

Beidh fostaíthe a toghadh mar chomhaltaí de bhord i dteideal iad a ainmniú mar iarrthóirí in aon toghchán tar éis dá dtéarma oifige a bheith caite chomh fada agus atá na gnáth-cháilíochtaí maidir le haois, etc., acu.

Beidh teideal ag fostaí a ceapadh ar bhord Stáit faoin reachtaíocht seo chun na dtáillí agus chun na gcaiteachas cáenna agus atá ag

liminary poll” — in which every employee on the list of electors may vote. If a majority voting in the poll opposes the election, it automatically lapses for four years; otherwise it is allowed to proceed. The request to the returning officer must be made within seven days of the “stated day”.

12. The Act enables the Minister for Labour to make regulations setting out in detail how elections are conducted. These regulations are made after consultation with the appropriate Ministers and with the designated bodies concerned.

13. After an election, the returning officer advises the appropriate Minister of the names of the successful candidates who are then appointed as members or directors as appropriate of the relevant State board. Every appointment will be in writing and will specify the term of office of each director/member designate.

Employees elected as board members will be entitled to be nominated as candidates at any elections held after their term of office expires, provided that they satisfy the usual age and other qualifications for candidature.

An employee appointed to a State board under this legislation is entitled to the same fees and expenses as other members/

Regulations about elections  
(S9 — 1977 Act)

Appointment to the board, terms of office, etc.  
(S15, 16, 17 and 18 — 1977 Act  
S12 and 19 — 1988 Act)

na comhaltaí/stiúrthóirí eile. (Ní gá go gcuirfeadh ceapachán ar an mbord isteach ar ghnáth-thuarastal mar fhostaí den chomhlacht ainmnithe i gceist).

Tig le duine, a ceapadh mar chomhalta den bhord faoin Acht, éirí as oifig aon uair trí litir á chur sin in iúl a scríobh chuig an Aire Iomchuí.

Aon ionadaí oibrithe tofa a scoireann de bheith ina fhostaí den fhiontar i gceist, scoirfidh se ag an am céanna de bheith ina chomhalta den bhord.

14. Tig leis an aire iomchuí folúntas d'ionadaí oibrithe tofa ar an mbord a líonadh. Caithfidh aird a bheith ag an Aire, maidir le líonadh an fhoilúntais, ar an vótaíocht sa toghchán roimhe sin.

15. D'fhéadfadh rúnaí an chomhlachta ainmnithe a bheith ina cheann comhairimh i dtoghchán nó aon duine eile a mheasann an rúnaí a beith in ann an gnó a dhéanamh agus a bhfuil glacadh leis ag tromlach na n-oibrithe. Ní féidir leis an gceann comhairimh iarrthóir i dtoghchán a ainmniú ná é a mholadh mar iarrthóir é féin. De bharr an réirise leathan dualgas a leagtar ar an gceann comhairimh aimsir thoghcháin, tig leis daoine eile a údarú i scríbhinn chun dualgais a chomhlíonadh thar a cheann, dualgais is féidir a bheith curtha air sna rialacháin, mar shampla — seoladh toghchán.

directors. (Appointment to the board should not affect normal earnings as an employee of the designated body concerned).

A person appointed as a board member under the Act may resign from office at any time by writing a letter to that effect to the appropriate Minister.

Any elected worker representative who ceases to be an employee of the enterprise concerned will at the same time cease to hold board membership.

14. A vacancy for an elected worker representative on the board, may be filled by the appropriate Minister. In filling the vacancy the Minister must have regard to the poll at the preceding election.

15. The returning officer at elections can be either the secretary of the designated body or any other person whom the secretary considers to be both capable of doing the job and is acceptable to a majority of the employees. The returning officer may not nominate a candidate at elections and cannot be proposed as a candidate himself. Because of the wide range of duties for which he is responsible at election time, the returning officer may authorise in writing other persons to perform on his behalf duties which may be assigned to him through the regulations such as those about the conduct of elections.

Corrfoilúntais ar an mbord.  
(Ail 22 — Acht 1977)

An Ceann Comhairimh  
(Ail 7 — Acht 1977)

Casual vacancies on the board  
(S22 — 1977 Act)

The Returning Officer  
(S7 — 1977 Act)

Príomh-dhualgais  
an Cheann  
Comhairle  
(Ailt 8, 10, 11, 12  
agus 13 — Acht  
1977  
Ailt 10, 16, 17 agus  
18 — Acht 1988)

16. Ar príomh-dhualgais an cheann comhairle tá:—

- Lá (ar a dtugtar an "lá luaite") a shocrú trína bhféadfaí cinneadh a dhéanamh maidir leis na riachtanais i dtaoibh aoise agus fad seirbhíse. Tá teideal fostaithe chun vótála nó chun bheith ainmnithe mar iarrthóirí ag brath ar na riachtanais sin;
- Liosta fostaithe, atá i dteideal vótáil i dtoghcháin a ullmhú agus a chothabháil;
- Lá (ar a dtugtar an "lá ainmniúcháin") a shocrú. Ní mór ainmniúcháin iarrthóirí i dtoghcháin a bheith faighte an lá san. Tig leis, má mheasann sé é bheith inmholta nó riachtanach, tréimhse nach mó ná seacht lá (ar a dtugtar an "tréimhse ainmniúcháin") a shocrú. Críochnóidh an tréimhse sin ar an "lá ainmniúcháin" — an lá le hainmniúcháin a ghlacadh;
- Na tráthanna ar an lá ainmniúcháin nó sa tréimhse ainmniúcháin, nuair a bheidh ainmniúcháin iarrthóirí á nglacadh aige, a shocrú;
- Breith a thabhairt ar cháilíocht ainmniúcháin;
- Breith a thabhairt, mar is gá, ar céard iad na comhlachtaí atá cáilithe chun iarrthóirí a ainmniú;
- A shocrú ar chóir go gcaithfidh fostaithe vóta go pearsanta nó ar chóir idir vótáil phearsanta agus vótáil tríd an bpost a bheith ann, agus na tráthanna agus na hionaid le vótáil a dhéanamh;

16. The main duties of the returning officer include:—

- fixing a day (called the "stated day") by reference to which the age and length of service requirements — which establish the eligibility of employees to vote or to be nominated as candidates — may be determined;
- preparing and maintaining the list of employees who are entitled to vote at elections;
- fixing a day (called the "nomination day") on which nominations of candidates at elections shall be received. He may fix, if he considers it desirable or necessary to do so a period of not more than seven days (called the "nomination period") ending on the "nomination day" during which nominations may be received;
- fixing the times on the "nomination day" or during the "nomination period" when nominations of candidates will be received by him;
- ruling on the validity of nominations;
- ruling, as necessary, on what bodies are entitled to nominate candidates;
- deciding whether employees should cast votes in person only, or whether there should be a combination of personal and postal voting, and when and where voting should take place;

Main duties of the  
Returning Officer  
(SB, 10, 11, 12 and  
13 — 1977 Act  
S10, 16, 17 and 18  
— 1988 Act)

- Fógra a thabhairt maidir leis na socruithe chun toghchán a sheoladh;
- “Réamhvótaíocht” a chur ar siúl, má iarrtar a leithéid ag ceardchumann nó comhlacht cosúil leis atá ionadaitheach do 15 faoin gcéad ar a laghad de fhostaithe atá cáilithe chun vótála i dtoghcháin.

Freisin, caithfidh an ceann comhairimh eolas a thabhairt i scríbhinn don Aire iomchuí i dtaoibh imeachtaí áirithe — mar shampla, má bhíonn moill ar fháil ainmniúchán nó ar vótáil ag fhostaithe nó má chinneann fhostaithe le tromlach vótaí i “Réamhvótaíocht” nach mbeidh aon toghchán ann. Ina theannta sin, ní mór dó a chur in iúl don Aire iomchuí más rud é nár ainmníodh aon iarrthóirí i dtoghchán, nó an bhfuil iomaíocht ann i dtoghchán agus ainmneacha na n-iarrthóirí ar éirigh leo.

17. Ceadaimh an reachtaíocht, i gcúinsí áirithe, do fhostaithe fochomhlachta páirt a ghlacadh i dtoghcháin le haghaidh ionadaithe oibríthe ar bhord an fhiontair Stáit. Is féidir ceart vótála a thabhairt do fhostaithe an fochomhlachta trí ordú ón Aire Saothair. Leathnódh a leithéid d’ordú an ceart vótála i dtoghcháin comhalta oibrí/stiúrthóir go dtí fhostaithe an fochomhlachta agus thabharadh ceart dá “gcomhlachtaí cáilithe” iarrthóirí a ainmniú agus “réamhvótaíocht” a iarraidh faoi réir fhorálacha na reachtaíochta. Ní féidir leis an Aire ordú a dhéanamh faoin áit seo ach amháin ar iarratas ón bhfiontar Stáit i gceist agus ó ionadaithe dá fhostaithe araon. Sula

- giving notice about the arrangements for holding an election;
- conducting a “preliminary poll”, where so requested by a trade union or similar body representing not less than 15 per cent of employees entitled to vote in elections.

In addition, the returning officer must inform the Ministers concerned, in writing, of certain events — for example, where receipt of nominations or voting by employees is delayed or where employees decide by a majority vote at a “preliminary poll” against an election being held. Furthermore, he is obliged to inform the appropriate Minister if no candidates are nominated at an election, whether an election is being contested and the names of the successful candidates.

17. The legislation permits in certain circumstances, employees of a subsidiary to take part in the election of worker representatives to the board of the State enterprise. Employees of the subsidiary may be enfranchised by order of the Minister for Labour. Such an order would extend the vote in worker director/member elections to employees of the subsidiary and would entitle their “qualified bodies” to nominate candidates and to call for a “preliminary poll” subject to the provisions of the legislation. The Minister may make an order under this section only on the joint request of the State enterprise concerned and the representatives of its employees. Before

Costas Toghchán  
(Ail 27 — Acht  
1977)

ndéanfadh sé an t-ordú caithfidh an tAire dul  
i gcomhairle leis an Aire Airgeadais agus leis  
an Aire atá freagrach as an bhfiontar Stáit i  
gceist.

18. Caithfidh gach comhlacht ainmnithe  
costas a dtoghchán féin a sheasamh. Níl  
comhlacht ainmnithe freagrach as caiteachas  
a tharraingíonn iarrthóirí ar a son féin, mar  
shampla, costais chanbhasála, etc.

making an order the Minister must consult  
with the Minister for Finance and the Minister  
responsible for the State enterprise con-  
cerned.

18. Every designated body bears the cost of  
its own elections. A designated body is not  
liable for expenses incurred by candidates on  
their own behalf, such as canvassing costs,  
etc.

Cost of elections  
(S27 - 1977 Act)

AGUISÍN A

An Chéad Sceideal

*Comhiachtaí Sonraithe*

CUID I

Bord na Móna  
Córas Iompair Éireann  
Bord Soláthair an Leictreachais  
An Bord Athshlánúcháin  
Náisiúnta

CUID II

Aer Lingus cuideachta phoiblí  
theoranta  
Aer Rianta cuideachta phoiblí  
theoranta  
An Post  
B & I Line cuideachta phoiblí  
theoranta  
Bord Telecom Éireann  
Siúicre Éireann cuideachta  
phoiblí theoranta  
Nitrigín Éireann Teoranta

CUID III

An Chomhairle Oiliúna  
Talmhaíochta  
An Foras Talúntais

Páirteachas  
lucht oibre ag  
leibhéil boird

Páirteachas  
fobhoird

APPENDIX A

First Schedule

*Specified Bodies*

PART I

Bord na Móna  
Córas Iompair Éireann  
Electricity Supply Board  
National Rehabilitation Board

PART II

Aer Lingus public limited  
company  
Aer Rianta cuideachta phoiblí  
theoranta  
An Post  
B & I Line public limited  
company  
Bord Telecom Éireann  
Siúicre Éireann cuideachta  
phoiblí theoranta  
Nitrigín Éireann Teoranta

PART III

An Chomhairle Oiliúna  
Talmhaíochta  
An Foras Talúntais

Board  
Level  
Worker  
Participation

Sub-  
Board  
Participation

Páirteachas  
fobhoird

An Foras Aiseanna Saothair  
An Bord Seirbhíse Tairmríth  
Fola  
An Bord um Fostaíocht na nDall  
Bord Fáilte Éireann  
Bord Gáis Éireann  
Bord Iascaigh Mhara  
Bus Éireann  
Bus Átha Cliath  
An Príomh-Bhord Iascaireachta  
CERT Teoranta  
Córas Tráchtála  
An Bord Bainne Cheantar Átha  
Cliath  
Eolas — Aisíneacht Eolaíochta  
agus Teicneolaíochta na  
hÉireann  
An Bord Seirbhíse Liachta  
Ginearálta (locaíochtaí)  
Ostlanna Iompair Éireann  
Teoranta  
An Bord Comhshreirbhíse  
D'Óspidéil  
Iarnród Éireann  
Údarás Forbartha Tionscal  
Grai Náisiúnta na hÉireann  
Teoranta  
Cruach Éireann Teoranta  
Ceardlanna Dearthóireachta  
Chill Chainnigh Teoranta  
An Bord Rásaíochta  
Radio Telefís Éireann  
Cuideachta Forbartha Shaor  
Aerphort na Sionna  
Údarás na Gaeltachta  
An Bord Árachais Sláinte  
Shaorálaigh

Sub-  
Board  
Participation

An Foras Aiseanna Saothair  
Blood Transfusion Services  
Board  
Board for the Employment of  
the Blind  
Bord Fáilte Éireann  
Bord Gáis Éireann  
Bord Iascaigh Mhara  
Bus Éireann  
Bus Átha Cliath  
Central Fisheries Board  
CERT Limited  
Córas Tráchtála  
Dublin District Milk Board  
Eolas — The Irish Science and  
Technology Agency  
General Medical Services  
(Payments) Board  
Great Southern Hotels Limited  
Hospitals Joint Services Board  
Iarnród Éireann  
Industrial Development  
Authority  
Irish National Stud Company  
Limited  
Irish Steel Limited  
Kilkenny Design Workshops  
Limited  
Racing Board  
Radio Telefís Éireann  
Shannon Free Airport  
Development Company  
Údarás na Gaeltachta  
Voluntary Health Insurance  
Board

AGUISÍN B

An Dara Sceideal

*Stiúrthóirí Oibríthe nó Comhaltaí (líon iomchuí)*

CUID I

Aer Lingus cuideachta phoiblí theoranta  
Aer Rianta cuideachta phoiblí theoranta  
An Post  
B & I Líne cuideachta phoiblí theoranta  
Bord na Móna  
Bord Telecom Éireann  
Córas Iompair Éireann  
Bord Soláthair an Leictreachais  
Siúicre Éireann cuideachta phoiblí theoranta  
Nítrigin Éireann Teoranta

Páirteachas aon trian den bhord ag oibríthe

CUID II

An Bord Athshlánúcháin Náisiúnta

Soláthar chun páirteachas na n-oibríthe a athrú faoi bhun an mhodha aon trian ar choinníoll go mbeadh ar a laghad beirt chomhalta/stiúrthóir oibrí

APPENDIX B

Second Schedule

*Worker Directors or Members (appropriate numbers)*

PART I

Aer Lingus public limited company  
Aer Rianta cuideachta phoiblí theoranta  
An Post  
B & I Line public limited company  
Bord na Móna  
Bord Telecom Éireann  
Córas Iompair Éireann  
Electricity Supply Board  
Siúicre Éireann cuideachta phoiblí theoranta  
Nitrogen Éireann Teoranta

One-third worker representation on the board

PART II

National Rehabilitation Board

Provision to vary worker representation below the one-third formula, subject to a minimum of two worker directors/members

## AGUISÍN C

*Reachtanna a bhfuil baint acu le stiúrthóirí, gno boird, etc.*

Tá anseo thíos liosta de na reachtanna cui, meabhráin agus airteagail chomhlachais, ina bhfuil le fáil na forálacha éagsúla maidir le stiúrthóirí, reachtáil gnó boird, etc. Baineann na forálacha, chomh maith le halt 20 den Acht, le gach stiúrthóir de na comhlachtaí ainmnithe, agus comhaltaí boird a ceapadh faoin Acht san áireamh.

Aer Rianta cuideachta phoiblí theoranta	Acht na nAer-Chuideachtaí, 1966
Aer Lingus cuideachta phoiblí theoranta	Meabhrán agus Airteagail Chomhlachais na Cuideachta
An Post	An tAcht Post agus Seirbhís Telecomarsáide, 1983
Bord Telecom Éireann	Meabhrán agus Airteagail Chomhlachais na Cuideachta
Bord na Móna	An tAcht Forbartha Móna, 1946
B & I Line cuideachta phoiblí theoranta	An tAcht um British and Irish Steam Packet Company Limited (Acquisition), 1965
	Meabhrán agus Airteagail Chomhlachais na Cuideachta
Siúicre Éireann — cuideachta phoiblí theoranta	An tAcht Déantúsaíochta Siúicre, 1933
	Acht Deantúsaíochta Siúicre (Leasú), 1973
	Meabhrán agus Airteagail Chomhlachais na Cuideachta — le léamh in éineacht le Tábla A de Acht na gCuideachtaí, 1963

## APPENDIX C

*Relevant Statutes dealing with directors, board business, etc.*

The list below indicates the relevant statutes, memoranda and articles of association, where the various provisions about directors, including the conduct of board business, etc., are to be found. The provisions, as well as those at section 20 of the Act, apply to all directors of the designated bodies, including board members appointed under the Act.

Aer Rianta cuideachta phoiblí theoranta	Air Companies Act, 1966
Aer Lingus public limited company	Memorandum and Articles of Association of the Company
An Post	Postal and Telecommunications Service Act, 1983
Bord Telecom Éireann	Memorandum and Articles of Association of the Company
Bord na Móna	Turf Development Act, 1946
B & I Line public limited company	British and Irish Steam Packet Company Limited (Acquisition) Act, 1965
	Memorandum and Articles of Association of the Company
Siúicre Éireann cuideachta phoiblí theoranta	Sugar Manufacture Act, 1933
	Sugar Manufacture (Amendment) Act, 1973
	Memorandum and Articles of Association of the Company — to be read in conjunction with Table A of the Companies Act, 1963

Córas Iompair Éireann  
Bord Soláthair an  
Leictreachais  
An Bord Athshlánúcháin  
Nitrigín Éireann Teoranta

An tAcht Iompair, 1950  
An tAcht Leictreachais (Soláthar),  
1927  
An tOrdú um an Bord  
Athshlánúcháin, (Bunú), 1967  
Meabhrán agus Airteagail  
Chomhlachais na Cuideachta

Córas Iompair Éireann  
Electricity Supply Board  
National Rehabilitation  
Board  
Nitrigín Éireann Teoranta

Transport Act, 1950  
Electricity (Supply) Act, 1927  
The National Rehabilitation Board  
(Establishment) Order, 1967  
Memorandum and Articles of  
Association of the Company

## AGUISÍN D

### *Páirteachas ag leibhéal boird — scála ama toghcháin*

Tugann an ghearr-thuairisc thíos ar scála ama toghcháin eolas ginearálta ar na céimeanna i gceist. Chomh maith leis na forálacha atá sna hAchtanna tá socruithe miona maidir le reachtáil toghchán sna rialacháin a rinne an tAire Saothair.

#### Céim:

- 1 An lá ceaptha  
Tugann téarmaí an Achta i bhfeidhm i leith gach fiontair ar an lá seo a shocraítear in ordú a rinne an tAire Saothair. Is é, leis, an lá ainmniúcháin don bhliain toghcháin sin.
- 2 Bliain toghcháin  
Reachtáiltear an chéad toghchán i ngach fiontar sa bhliain ina dtarlaíonn an "lá ceaptha" agus gach ceithre bhliana ina dhiaidh.
- 3 Fógra toghcháin (10 seachtainí roimh an lá ainmniúcháin — féach céim 7)  
Tugann an ceann comhairimh fógra roimhré i dtaobh toghcháin agus an t-eolas atá riachtanach maidir le socruithe toghcháin — (m.s. dáta an "lá luaite", "lá ainmniúcháin", etc.) a bhfuil soláthar dóibh sna rialacháin chuí.
- 4 An lá luaite (8-6 seachtainí roimh "lá ainmniúcháin")  
Socraíonn an ceann comhairimh an lá seo agus is é an lá atá socraithe chun cinneadh a dhéanamh maidir le teideal chun vótála agus chun bheith mar iarrthóir.

## APPENDIX D

### *Board level participation election timescale*

The election timescale, outlined below, gives a general picture of the stages involved. As well as the provisions of the Acts, detailed arrangements for the conduct of elections are contained in regulations made by the Minister for Labour.

#### Stage:

- 1 Appointed day  
The terms of the Act come into operation for each enterprise on this day which is fixed by an order made by the Minister for Labour.
- 2 Election year  
The first election in each enterprise takes place in the year in which the "appointed day" occurs, and every four years thereafter.
- 3 Notice of election (10 weeks before nomination day — See Stage 7)  
The returning officer gives advance notice of election and the necessary information about election arrangements (e.g. date of "stated day", "nomination day", etc.) as provided for in the relevant regulations.
- 4 Stated day (8-6 weeks before "nomination day")  
This day is fixed by the returning officer and is the day by reference to which eligibility is determined for voting and candidacy purposes.

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| 5 Scrúdú liosta na dtoghthóirí ag fostaithe (idir an "lá luaite" agus an "lá ainmniúcháin")             | Ullmhaíonn an ceann comhairimh liosta de gach fostal a bhfuil teideal acu vótáil i dtoghcháin agus tig le fostaithe an liosta seo a scrúdú.  |
| 6 An lá ainmniúcháin  | Caithfidh ainmniúcháin iarrthóirí a bheith faighte ag an gceann comhairimh ar an lá sin. Socraíonn an ceann comhairimh lá nach déanaí ná 15 Meán Fómhair gach bliain toghcháin tar éis na chéad bhliana toghcháin.   |
| 7 Fógra vótaíochta (chomh luath agus is féidir tar éis an "lá ainmniúcháin")                            | Más mó an líon iarrthóirí ná líon na n-áiteanna atá le líonadh ar an mBord, caithfear vótaíocht a chur ar siúl. Tugann an ceann comhairimh eolas i dtaobh na socrúithe vótála sa bhfógra seo.  |
| 8 Lá vótaíochta nó tréimhse vótaíochta (gan a bheith níos luaithe ná 7 lá tar éis an "lá ainmniúcháin") | Nuair atá ar fhostaithe vótáil i dtoghcháin is féidir go gcinneadh an ceann comhairimh go vótáilfidís go pearsanta amháin. Sa chás sin, socraíonn sé "lá vótaíochta" chun na críche sin. Mar mhalairt, is féidir go gcinneadh sé ar "tréimhse vótaíochta" nach sia ná 30 lá a shocrú. Sa socrú seo is féidir vótáil tríd an bpost le linn na tréimhse sin chomh maith le vótáil go pearsanta ar lá amháin sa tréimhse. |

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| 5 Inspection of list of electors by employees (between the "stated day" and the "nomination day"). | A list of all employees entitled to vote at an election is drawn up by the returning officer and may be inspected by employees.  |
| 6 Nomination day   | This is the day on which nominations of candidates must be received by the returning officer. It is fixed by the returning officer not later than the 15th September in each election year after the first election year.  |
| 7 Notice of poll (as soon as possible after the "nomination day")                                  | Where the number of candidates exceeds the number of seats to be filled on the board, a poll must be held. Information about voting arrangements is given by the returning officer in this notice.   |
| 8 Polling day or polling period (not earlier than 7 days after the "nomination day")               | Where employees have to vote in an election, the returning officer may decide that they may vote in person only, in which case he fixes a "polling day" for that purpose. Alternatively, he may decide on a "polling period" of not more than 30 days when votes may be cast by post as well as one day during that period when votes may be cast in person. |

9 Dearbhú torthaí

Cuireann an ceann comhairimh in iúl i sribhinn don Aire cui, ainmneacha na n-iarrthóirí ar éirigh leo.

10 Lá sonraithe

Seo é lá tosaigh téarma oifige iarrthóra, ar éirigh leis, mar stiúrthóir, agus caithfear é sin a lua i litir a cheapacháin chun an Bhord.

9 Declaration of results

The returning officer informs the appropriate Minister, in writing, of the names of the successful candidates.

10 Specified day

This is the commencement day of a successful candidate's term of office as a director, and has to be mentioned in his letter of appointment to the Board.