

# in Company Training services

## **Employment Law Update**

This course is specifically aimed at updating HR professionals on recent developments in employment law. Please note that because employment law is always changing, our programme will also be subject to change. When we arrange an in-company course we always draft a specific programme to meet your needs and priorities, so the outline set out below is simply an illustration of the sort of issues we would normally cover.

### **Welcome and introduction**

- Setting objectives for the day

### **Dispute Resolution Procedures**

- The Employment Bill 2008

- The New Acas Code of Practice

- Unfair dismissal and procedural fairness after the abolition of the procedures

### **Unfair Dismissal**

- Dismissal on grounds of immigration status

- Absence-related dismissals

- Contractual issues around suspension

### **Collective Consultation**

- Timing of consultations

- Subject of the consultation

- Consultation when decisions are taken by elected members

## **TUPE**

- Contracting out of services
- Code of practice and two-tier workforce issues
- Changing terms following a TUPE transfer
- 'TUPE plus' agreements

## **Agency workers and contractual issues**

- Latest case-law on agency workers
- Legislative developments
- Holiday entitlement and Part-timers
- Long term sickness and holidays

## **Equal Pay**

- Latest case law on single status
- Stefan Cross and union negotiations
- Justifying productivity bonuses

## **Disability Discrimination**

- Meaning of disability
- The duty to make reasonable adjustments
- Redeployment and alternative work

## **Discrimination round-up**

- Age discrimination – what will happen to retirement?
- Religion and belief in the workplace
- The burden of proof in discrimination cases