



Employment Law Update - A one day course

This course is aimed at HR professionals in both the public and private sector and is designed to give an overview of the recent and pending developments in employment law that are most likely to affect them. It is conducted in an open and participative style with questions and discussion encouraged throughout. Please note that new cases and developments are coming through all the time and the course outline will change to reflect this.

Course Programme

Welcome and introduction

Setting objectives for the day

Agency Work

The Directive on Agency Work
Proposals for implementation
Timetable and key implications

Holiday and Sickness absence

The implications of the ECJ decisions in Stringer and Pereda
When does holiday entitlement get carried over to the next year?

Unfair dismissal

The status and implications of the Acas Code
Using informal procedures
Employees refusing to cooperate
Constructive dismissal and grievances
Redundancy selection and consultation
The right to be represented

Flexible working

The coalition government's proposals for extending the right
What does the right really amount to?
The discrimination law backing up the right to request flexible working

Transfer of Undertakings

Recent cases on service provision change
Consultation rights in connection with a transfer
The effect on collective bargaining and recognition

The Equality Act

Key reforms to discrimination law
Problems to watch out for
The timetable for implementation

Discrimination Case law round-up

Latest case law on key areas of discrimination including direct and indirect discrimination, harassment, victimization and equal pay

Disability Discrimination

Defining disability

Discrimination 'arising from' a disability under the Equality Act - and why it matters

The duty to make reasonable adjustments

Asking questions about health

Religion and Belief discrimination

Separating belief from practice

Indirect discrimination and religious observance

Is there a conflict between religion and sexual orientation?

Fit notes

Experience so far - was the fuss worth it?

Close of Course