

THE IN-HOUSE TRAINING COMPANY

Employment law update

Overview

Employment law is constantly changing and several major developments are on the cards for the next twelve months. Everyone in the HR function needs to keep up-to-date and this course is the answer. Since, by definition, it needs to be updated for each presentation, the opportunity is always taken to tailor it to the client's requirements to ensure maximum relevance. Time is also allowed within the course for questions on any aspect of employment law, making it an ideal opportunity for your HR team to deal with all their employment law issues.

Training objectives

Having attended this event participants will be better able to:

- Ensure that your organisation's policies and procedures are up-to-date
- Satisfy themselves that all relevant legal requirements are being complied with
- Advise senior management on legal aspects of HR with renewed confidence
- Deal with staff issues secure in the knowledge that they are acting in full accordance with the current state of the law

Audience

All HR practitioners and those line managers with significant devolved responsibility for HR issues.

Format

This one-day programme is presented in a lively, informal manner. Course participants are expected to play an active role in discussion sessions and to raise all their employment law questions.

Special features

This programme can be tailored specifically to your organisation's particular needs, whatever the context – large corporation, SME, voluntary or public sector.

The expert trainer

Kate is a solicitor and a member of the Employment Lawyers Association who worked in private practice as an employment lawyer for a number of years before setting up her own training consultancy specialising in HR and employment law training. She has a thriving practice training organisations on all aspects of employment law, either as stand-alone courses or as part of an on-going management development programme. Her client base is extremely broad, ranging from trade unions and the public sector to small business and multi-national corporations. Her pragmatic, 'plain English' approach makes her a very popular trainer, as the following comments show:

'One of the few trainers I would truly recommend.'

Sorceris Ltd

'I would like to thank you for your presentation. A lot of members and the development team sang your praises. They told me how interesting your presentation was and how it was nice to have a different format rather than just death by power point.'

4sight Design Ltd

'Perfect balance of law and practical case studies. Excellent presentation.'

New Business Intelligence Ltd

'The trainer's commitment to the subject, allied to her wide experience and extensive knowledge, was very motivating.'

James Handley Ltd

'Valuable and enjoyable day. Really user friendly course materials.'

BSS Group plc

'In the field of employment law, legislation compliance and dealing with all matters in relation to employing staff I would not hesitate to recommend Kate's services to any employer. She gives real world answers and options.'

Managing Director, AB Printer Cartridges

Course outline

Note: the following outline is merely an indication of the sorts of subject that could be covered. The precise programme would be prepared specifically for your organisation, taking into account both the sector and the very latest legal developments.

1 Contracts of employment and pay

- Recent case law on employment status
- Temporary workers and agency workers
- Holiday pay – changes to case law about rolled up holiday pay
- Recent case law

2 Discipline and grievance laws

- The new 3 step procedure
- Recent case law

3 Discrimination

- Age – changes in October 2006 and implications for organisations
- Sex – the new rules and regulations
- Harassment – recent changes
- Race – areas to watch out for
- Disability – changes to the Disability Discrimination Act
- Developments in equal pay
- Sexual orientation, religion or belief – how this is evolving in practice
- Part-time workers
- Recent case law

4 The new Employment Tribunal rules

- New statutory procedures and how this is affecting businesses
- ACAS
- New tribunal forms
- Time limits – the changes to time limits
- The new remedies and penalties
- Costs

5 TUPE update

- The April 2006 regulations explained
- Outsourcing
- Constructive unfair dismissal
- Administration and insolvency
- Employee liability information
- Liability for failure to inform and consult

6 Round-up

- Immigration, Asylum and Nationality – illegal workers
- Family-friendly rights
- Clinic – your questions answered

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