Employment law updates
Delayed effects

Although committed to cutting red tape, a feature of recent Government reforms to employment law has been the profound, often delayed, impact of several ‘strategic’ legal measures which fundamentally change employment opportunity. There has been less focus on individual rights and, instead, emphasis on gender equality and social responsibility – backed up by transparency and reporting obligations. From 2016 onwards, NGOs, regulators and unions will be checking what your organisation says in its annual, public HR statements.

The full relevance and consequences of the national living wage, an apprenticeship levy, leave-sharing, longer working lives, gender pay and board diversity reforms will be felt long after implementation. Because of supply chains, measures on ‘slavery’ and low pay really are an issue for almost all employers, and we will explain why. We will also cover important new case law decisions and two topics that always attract media attention, namely, illegal working and data usage, access and security.

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Who should attend?

This course is aimed at HR professionals with responsibility for employment law issues in their organisation. The course is also relevant to in-house lawyers. It is assumed that delegates will have a working knowledge of employment law.

Delegates will learn about:

- the profound impact of new transparency and reporting measures: who will use them and how?
- longer working lives: age discrimination and other effects
- encouragement of gender equality
- national living wage: unprecedented and uncertain
- case-law round up
- data protection update: issues and developments
- the apprenticeship levy: winners and losers

Our full-day updates keep you up to speed with crucial developments in employment law. Delivered by leading employment lawyers, these courses give you straightforward, direct and practical guidance. You can rely on Eversheds to provide you with a steer through the key statutory changes and, as for case-law, trust us to tell you what you really need to know.

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Programme

9.00am–9.30am registration and coffee

The direction of Government policy
– deregulation, more regulation and fundamental ‘strategic’ reform
– individual rights?

Transparency – new annual HR reporting requirements
– gender pay reporting
– slavery and human trafficking statements
– non-financial reporting directive
– year on year comparisons: public scrutiny

The impact of key changes
– leave sharing: towards a fairer society?
– tribunal reform and fees: access to justice?
– the Trade Union Bill: constraints on unions
– prevention of illegal working
– encouraging longer working lives
– public sector exit payments
– tax treatment of termination payments and pension savings
– fluency in English: and the public sector
– the apprenticeship levy

The National Living Wage (and NMW)
– age-related rates: substitution and discrimination
– pay differentials and structures
– impact on employee benefits: changing terms and detriment claims

Case-law update
– the new Bear Scotland appeal and Lock: an update on holiday pay
– employment status and agency workers
– what is ‘in the public interest’?
– the Tyco case on ‘paid commuting’
– disabled workers and absence policies

Data protection issues in litigation
– subject access requests and disclosure
– data breaches: employer liability for employees
– safe harbour: US data transfers

4.30pm close

Speakers

Each course will be led by two senior employment lawyers who are experienced trainers.

Why choose this course?
– relaxed, allowing delegates to share experiences and learn from each other
– limited to no more than 25 delegates
– held regionally, to make best use of your time and allow you to network with local delegates
– accompanied by concise, purpose-written course materials
– opinionated and unequivocal
– delivered by leading names in employment law, who are experienced trainers

In-house training
Eversheds provides public and in-house training services across the UK and in Europe. For further information, contact: training@eversheds.com

HR Summer School
Wellbeing and the bottom-line
13–14 July 2016
Cumberland Lodge, Windsor Great Park
Contact nicholasedwards@eversheds.com for more information
Employment law updates

Full-day briefing: £499 +VAT per delegate. Discounts available for online and multiple bookings.

Please photocopy this form for multiple bookings.

☐ Nottingham 23 March 2016  ☐ Leeds 21 April 2016
☐ Newcastle 13 April 2016  ☐ Birmingham 27 April 2016
☐ Manchester 14 April 2016  ☐ London 28 April 2016
☐ Cardiff 19 April 2016

First delegate name (Mr/Mrs/Ms/Miss/Other): ..............................................................

Position: .............................................................................................................................

Second delegate name: ....................................................................................................... 

Organisation: .........................................................................................................................

Address: ............................................................................................................................... 

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Tel: .................................................................................. Fax: ..............................................................

Email: ...................................................................................................................................

Please let us know if you have any specific access or other requirements:

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Cancellation policy

Any cancellation must be notified at least two weeks prior to the seminar date otherwise you will be charged for the place. Alternatively a substitute can attend at no extra cost.

Payment details

Please tick one. Whenever possible payment should be received 7 days prior to the date of the course.

☐ Send invoice. Purchase order number
☐ Invoice address (if different)

☐ Pay by BACS transfer (quote invoice number or course code on transaction)
  Bank: National Westminster Bank plc, Leeds City Office, PO Box 154, 8 Park Row, Leeds LS1 2QS
  Sort code: 60-60-05  Account number: 00018961

☐ Credit card  

We can take your credit card details over the phone. Call +44 113 200 4040.

☐ I require SRA CPD Points  ☐ Please update my details

Booking conditions

It is a condition of attendance that the course fee has been pre-paid. Your booking will be confirmed in writing within five working days of our receiving your completed booking form. If you do not receive confirmation within ten days, please telephone us on +44 113 200 4040.

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