

**HALF-DAY BRIEFINGS**

09.00 – 13.00

<b>London</b>	22 November 2019	<b>Leeds</b>	16 January 2020
<b>Manchester</b>	27 November 2019	<b>Cardiff</b>	22 January 2020
<b>Nottingham</b>	04 December 2019	<b>London</b>	30 January 2020
<b>Birmingham</b>	10 January 2020		

**£275**  
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TO 20 DELEGATES

# Complex employment disputes

## Cases from hell

Sometimes, from apparently simple facts, an employment dispute can cause damage far beyond the costs and issues that had initially appeared to be at stake, while consuming vast amounts of time and resources. There are some early, tell-tale signs of cases that will not 'go away', or which may take an unexpected turn. A claimant, who makes every type of claim and contests every stage, may lead a well-intentioned employer into apparently contradictory positions.

And then there is the data. How do you access and manage years of dispersed data and what is your strategy for information disclosure? Personality clashes are a fact of working life. This briefing also covers mediation and ways to resolve differences to avoid the Tribunal process.



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## Who should attend?

Experienced HR professionals who handle employment and workplace disputes, subject access requests and employment litigation.

## Delegates will gain an insight into:

- when every step is contentious: classic warning signs and risk mitigation measures
- filtering the facts of the case: excluding historic and tangential issues
- unrepresented (or vexatious) claimants
- approaches to disclosure through subject access requests or litigation
- early stage interventions

## Speakers

Each briefing will be delivered by two trainers.

### Fiona McMurtrie

Legal Director

EVERSHEDS  
SUTHERLAND

Fiona has significant experience advising on complex disputes involving allegations of wrongful and/or unfair dismissal, discrimination, whistleblowing and cross-grievances, negotiating senior level exits. She has gained invaluable experience from secondments to major employers.

### Sheila Bates

CEDR Mediator



Sheila has over 25 years' experience in HR consulting in global organisations. She works in a number of areas including coaching and enhancing dialogue between suppliers and their clients.



Over 25 years CEDR has built up unrivalled experience in mediation and conflict skills-based training and coaching of conflict management techniques. Independent, neutral and not for profit CEDR work with organisations and governments across the world.

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## Programme

09.00 registration and coffee, 09.30 start

### Complex employment situations

- multiple and/or complex grievances, or those raised during a disciplinary including discrimination claims
- tell-tale claimant behaviours
- avoidance of HR requests
- sickness during process
- avoiding victimisation and whistleblowing claims

### Difficult conversations: avoiding tribunal?

- skills, strategies, tips and tools to prevent workplace issues escalating into formal processes
- mediation, ADR/CEDR: the differences explained
- advantages and disadvantages

### Approaches to data subject access requests (DSARs)

- what the law intended and its use in practice
- challenging a fishing expedition: can you, should you?
- Dawson-Damer v Taylor Wessing LLP: proportionality, privilege and motive

### Searching and managing data

- formulating best practices around DSARs
- investigating the vexatious employee

### Strategies and tactics

- disclosure options: cards on the table?
- dealing with individual respondents, unrepresented claimants and litigants you still employ
- seemingly vexatious claimants and reluctant witnesses
- use of privilege, without prejudice and protected conversations
- settlement: early, bluff or all the way?
- restrictive covenants: preserving protection

13.00 close, followed by lunch