

Free Employment Seminar

Dates available in Ealing and Westminster

Employment Law Update

Westminster

17th March 2009

Ealing

18th March 2009

Both seminars start at 10:45 am
and are followed by lunch

Essential new
and important
information
for those
involved in HR

WILLIAM STURGES
SOLICITORS



A seminar for HR professionals and business managers
and owners

Statutory dispute resolution procedures

With effect from April 2009, the much criticised Statutory Disciplinary and Dismissal Procedure, and Statutory Grievance Procedure, will be repealed in their entirety.

In place of the current statutory regime, from April 2009 there will be a new ACAS Code of Practice on disciplinary and grievance procedures and a detailed ACAS "Guide", entitled "Discipline and grievances at work: The Acas Guide".

Employers would be well advised to review their current disciplinary procedures and grievance procedures in the light of the forthcoming changes in the law. When the law changes, employers will be well placed if they can demonstrate to tribunals that their procedures follow ACAS best practice. Many existing procedures will not be adequate for this purpose.

Update on redundancy law and procedure

Many employers are now finding themselves in the unfortunate situation of having to consider redundancies in response to the continuing national economic conditions. Our experience is that redundant employees generally have little to lose by bringing claims. Any flaw in the procedure can allow them to succeed in such claims.

Until the statutory dispute resolution procedures are repealed in April 2009, they will continue to cause problems in the area of redundancy. Recent cases have found that otherwise genuine redundancy terminations can be "automatically unfair dismissals" if not handled correctly.

Other topical employment / discrimination law issues

We will also cover one or two other topical issues such as the new rules on paid holidays.

Book your place now clare.gardner@williamsturges.co.uk

Tel: 020 7873 1041 or Fax: 020 7873 1010

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Or photocopy the form below, complete it and return it to:

Clare Gardner, Employment Department, William Sturges & Co
Burwood House, 14 - 16 Caxton Street, London SW1H 0QY

Please reserve me a seminar place:

Name: _____

Job Title: _____

Company name: _____

Address: _____

Telephone: _____

Email: _____

Westminster on Tuesday, 17th March

Ealing on Wednesday, 18th March

Please reserve my colleague a seminar place:

Name: _____

Job Title: _____

Company name: _____

Address: _____

Telephone: _____

Email: _____

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William Sturges & Co

Our specialist employment department advises a diverse range of businesses and institutions on all aspects of employment and discrimination law, and the law relating to trade unions and industrial relations.

Speakers

John Quigley, William Sturges & Co

John Quigley is a partner and head of employment at William Sturges. He advises a diverse range of businesses and institutions on all aspects of employment and discrimination law, and the law relating to trade unions and industrial relations. John has handled numerous cases relating to discipline, discrimination and redundancy, and has appeared as an advocate in several such cases in the employment tribunal and Employment Appeal Tribunal.

Nicholas Phillips, William Sturges & Co

Nicholas Phillips is a partner and head of company commercial law at William Sturges. He advises a diverse range of businesses and institutions on all aspects of company and commercial law. Nicholas' employment practice includes advising on directors' service agreements, employment documentation, issues arising during employment, discipline/dismissal, and employment issues arising in company sales and purchases, business transfers and reorganisations.