

HR & Employment Law Conference

7 OCTOBER 2010



The BWB team

"The whole day was excellent"
Beverley Campbell, BC Consultancy Services

Speakers List

Debra Allcock Tyler (Directory of Social Change)
William Garnett (Bates Wells & Braithwaite)
Martin Bunch (Bates Wells & Braithwaite)
Lucy McLynn (Bates Wells & Braithwaite)
Philip Trott (Bates Wells & Braithwaite)
Paul Seath (Bates Wells & Braithwaite)
Kathryn Lloyd (Bates Wells & Braithwaite)
Louise McCartney (Bates Wells & Braithwaite)
Sarah Bull (Bates Wells & Braithwaite)
Joy Andrews (Bates Wells & Braithwaite)
John Curran (Bates Wells & Braithwaite)
Victoria Cook (Bates Wells & Braithwaite)
Denise Owusu-Ansah (Bates Wells & Braithwaite)
Bill Lewis (Bates Wells & Braithwaite)

Book your place using the form overleaf or online at

www.dsc.org.uk/hr

9.30 Registration
10.00 **Welcome & Introduction:** Debra Allcock Tyler, Chief Executive, Directory of Social Change
10.10 **Employment Law Update:** Key Issues for the Sector: William Garnett, Head of Employment, Bates Wells & Braithwaite

11.00 Workshop: Choose 1 of 4

A A practical guide to handling restructures and redundancies

- Redundancy/Restructure, what is the difference and does it matter?
- Managing the process and avoiding the pitfalls
- Alternatives: reducing hours, changing work patterns, career breaks, secondments

Speaker: Paul Seath (BWB)

B Dealing with discrimination at work - a practical guide

- Practical tips for managing discrimination issues in the workplace
- Recent key cases (excluding disability)
- Discrimination law following the Equality Act

Speaker: John Curran (BWB)

C Disciplinary and grievances - getting it right

- Investigations – practical tips
- Handling absent employees
- Requests for legal representation and anonymity
- Conducting disciplinary and grievance hearings

Speakers: Denise Owusu-Ansah & Louise McCartney (BWB)

D Immigration law for employers - the points based system - an update

- Do you need to get a licence at all?
- The licence framework and practical tips for getting one
- The role of the employer with a licence

Speaker: Philip Trott (BWB)

11.45 Refreshments & Networking

12.00 Workshop: Choose 1 of 4

E Disability discrimination and managing long term sickness absence

- Disability discrimination case law update
- Practical guide for managing long term sickness absence
- Dealing with disability in the workplace - the impact of the Equality Act

Speaker: Victoria Cook (BWB)

F Implementing variations in terms and conditions - a practical guide

- How to manage the process successfully - issues to consider and procedures to follow
- Potential claims and steps employers can take to avoid/defend any such claims

Speaker: Kath Lloyd (BWB)

G Outsourcing and TUPE - topical issues, practical tips

- Latest cases on outsourcing and TUPE
- The service contract - things to watch out for
- Practical tips prior to the transfer

Speaker: Martin Bunch (BWB)

H Maternity Masterclass

- Recap of the basics - entitlement to maternity leave and statutory maternity pay
- Risk assessments, time off for antenatal care and pregnancy related sickness
- Entitlement to benefits, pension, bonuses, KIT days and redundancy
- Issues arising on return to work

Speakers: Joy Andrews & Lucy McLynn (BWB)

12.45 Lunch

2.00 Plenary: "If managers could only manage, life would be easy! Is the HR challenge any different in the voluntary sector?"

With a panel of experts from the sector. Chair: William Garnett

3.00 Refreshments & Networking

3.15 Workshop: Choose 1 of 4

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L Consultants and agency workers - what are their rights?

- Update on Agency Worker Regulations
- Employment and tax status of consultants – what are the risks to your business and how to limit those risks

Speakers: Sarah Bull & Bill Lewis (BWB)

4.00 Workshop: Choose 1 of 4

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4.45 Survivors' question and answer session

