



# About the conference

This is the seventh annual Employment Law Update Conference, organised by the Institute of Employment Rights, in association with the TUC and Old Square Chambers, and is a must-go-to event for anyone with an interest in employment law and the protection of collective and individual workers' rights.

Timed to coincide with the common commencement dates for the introduction of new legislation, the Conference invites expert speakers to share their views on the forthcoming changes to legislation that will take effect on 1st October and 1st April.

Currently, the government is planning not to enact proposed legislation to allow claims for dual discrimination, introduced under the Equality Act 2010; not to enact the right to request time off to study or train for people working in organisations with less than 250 employees; and to introduce a moratorium on new employment regulations for employers with fewer than 10 staff and for new businesses during their first two years of operation. They may also introduce new legislation to make it even more difficult to take lawful industrial action. They are likely to introduce fees for taking a case to an Employment Tribunal and extend the qualifying period for unfair dismissal protection from one to two years.

In addition to the proposed reduction of rights, a number of new regulations have come into force including agency workers and the default retirement age. Others will come into force over the next three years: currently, these include changes to the right to request flexible working, positive action in recruitment, and changes to maternity and paternity pay and entitlements.

In addition, we expect to see further changes to health and safety legislation. Having accepted the recommendations of Lord Young's report into health and safety, the government is reviewing legislation and we fear that this will lead to more regulations being scrapped.

Our platform of established UK experts will provide an update on the latest regulations, review the changes of the past 12 months, and assess the implications for individual and collective rights at work, in the context of the current political environment.

# Programme

- 9.30 Registration
- 9.45 Welcome from Chair, Carolyn Jones, Director of IER
- 9.50 Overview: employment law changes in context  
*Professor Keith Ewing, Kings College London*
- 10.20 Victimisation  
*Alan Bogg, Fellow and Tutor in Law, Hertford College*
- 10:50 Questions and discussion
- 11:00 Break
- 11:15 Update on the law: 1  
*Stuart Brittenden, Old Square Chambers*
- 11:45 De-Regulating Health and Safety  
*Keith Patten, Thompsons Solicitors*
- 12:15 Employment law Changes: A view from Unite  
*Howard Beckett, Legal Director, UNITE the Union*
- 12.45 Questions and discussion
- 1:00 LUNCH
- 2:00 Update on Blacklisting  
*Steve Cottingham, O H Parsons and Partners, Solicitors*
- 2.30 Update on the law: 2  
*Speaker from Old Square Chambers*
- 3:00 Questions and Discussion
- 3:10 Impacts on Equality  
*Speaker to be confirmed*
- 3:40 Changes to Employment Law: a 'sackers' charter?  
*Sarah Veale, TUC*
- 4:10 Questions/Discussion
- 4:20 Close