

Who should attend

Trade unionists, employment lawyers working in support of trade unions, and academics and students with an interest in industrial relations and labour law.

CPD accreditation

All IER seminars and conferences attract credit hours under the Law Society's Continuing Development Scheme and the General Council of the Bar's New Practitioners' Programme and Established Practitioners' Programme. Delegates requiring CPD points may be charged an additional administration fee of £10 to cover our costs.

Additional information

Name changes are accepted up until the time of the event. Delegates who advise IER of their cancellation more than 15 working days in advance will receive a credit note with 10% deduction for administration.

Costs

	Full Price	Early Bird Discount With upfront payment by cheque or online
IER Subscribers	£50 per delegate	£50 per delegate
Trade Unions	£50 per delegate	£50 per delegate
Commercial	£50 per delegate	£50 per delegate

Reduced prices can be negotiated for block bookings. Please telephone the office for further information 0151 207 5265.

How to get there

Train: Lime Street Station for British Rail and Merseyrail.

Bookings: 3 easy ways to pay

1. Website: go to www.ier.org.uk/events and look for this conference. To get your earlybird discount pay online using paypal.
2. Post: to get your early bird discount send a cheque with your booking form. Cheques are payable to IER, post to IER, 4th Floor, Jack Jones House, 1 Islington, Liverpool L3 8EG
3. Email: office@ier.org.uk to make your booking.

Booking form

Please reserve ___ places at the Liverpool Employment Law Update Conference at £___ each

Name

Address

Email

Organisation

Please invoice me/I enclose a cheque for £

Return completed form to IER, 4th Floor, Jack Jones House, 1 Islington, Liverpool, L3 8EG, tel: 0151 207 5265, fax: 0151 207 5264, or email office@ier.org.uk

Employment Law Update

A one-day conference
Thursday 18th January 2018
9:30am to 3:00pm
Unite the Union, NW Office,
1 Islington, Liverpool L3 8EG

Liverpool
#ierELU



Organised by
The Institute of
Employment Rights

About the conference

This year has been a landmark one for employment law, with the issue of exploitative working practices reaching public consciousness through repeated scandals at “gig economy” and low-pay employers, prompting political inquiry into reform. At our popular annual employment law update, top lawyers, academics and trade unionists from across the UK meet to discuss the year’s developments in labour law and make proposals for the furthering and protection of workers’ rights.

Following a raft of court cases that found “gig” workers were being misclassified as “self employed” at companies around the country, the government announced the Taylor Review into modern working practices. Published in July, the key recommendation of this much-anticipated report was to recategorise “workers” as “dependent contractors”, with the ability to “opt out” of the minimum wage. More broadly, the review identified workers’ voice as a cornerstone of stamping out exploitative practices in the workplace, but stopped short of recommending improved trade union rights.

In a landmark success for access to justice, Unison won its four-year long challenge to the government’s tribunal fee regime in July when the Supreme Court ruled the charges unlawful. The government must now repay millions of pounds to claimants who paid the illegal fees, and case law may now make further progress as the 79% drop in cases taken to tribunal since the fees were introduced is expected to reverse.

A key section of The Trade Union Act 2016 has been rejected by the Welsh Assembly, which has voted to repeal legislation pertaining to its public services, including the 40% ‘support’ threshold on industrial action ballots, restrictions on the check-off system, and further scrutiny of facility time (with the potential for this to be limited by Westminster). In England, trade unions have met the Act head on, with enthusiastic participation among members, including with October’s 90% support for action at Royal Mail. However, this case also brought to light new challenges for trade unions when the employer obtained an injunction against the strike.

A landmark year too for equality, with the introduction of gender pay reporting; the publication of the government’s “race disparity audit”, which found significant gaps in employment opportunities between white and BAME candidates; and the latest hearing in the largest-ever equal pay case in the private sector, as mostly female shop workers challenge Asda to provide wages equivalent to their mostly male warehouse colleagues.

Finally, the shadow of Brexit has thrown the future of employment law into uncertainty, with the potential for the erosion of rights through the government’s controversial “Henry VIII” powers, the overturning of cases won on EU-derived principles, and the pressure to join a race to the bottom on labour law when negotiating new international trade deals.

With workers’ rights now a key political issue on the agenda of every major party, we look at current trends, successes, challenges, and proposals for better employment law.

Programme

9:30	Registration
9:50	Welcome from the chair <i>James Harrison, IER</i>
10:00	2017 Employment round up <i>Paul Scholey, Morrish Solicitors</i>
10:30	Liability for acts of Employees <i>Hannah Boynes, Morrish Solicitors</i>
11:00	Questions and discussion
11:15	Break
11:30	Cases from the workplace <i>Paul Scholey, Morrish Solicitors</i>
12:00	Disability cases 2017 <i>Hannah Boynes, Morrish Solicitors</i>
12:30	Questions and discussion
12:45	Lunch
1:45	Gender pay reporting: is it working? <i>Matthew Pull, Thompsons Solicitors</i>
2:15	The future of employment rights <i>Prof. Keith Ewing, IER</i>
2:45	Questions and discussion
3:00	Close