



Case law update

Manchester

#ierCaselaw2025



A one-day conference
Wednesday 12th March 2025
9:30am to 3:00pm
UNISON North West,
Arena Point,
Manchester M3 1UN



[https://tinyurl.com/
ierCLU25NW](https://tinyurl.com/ierCLU25NW)

About the conference

Workers' rights are governed through two processes: **primary legislation** – the law as agreed by parliament, and **case law** – the decisions and rulings made by the courts system, including employment tribunals.

Case law is of vital importance to workers' rights because it clarifies how Acts of Parliament are likely to be interpreted and implemented by judges, while in the case of judicial review it can even overturn the law altogether.

For example, while the political world has seen decades of legislation curtailing trade-union freedoms and the right to strike, a number of recent cases (including *Kostal*, 2021; *Jiwanji* 2022, and *Ineos*, 2022) have reasserted collective-bargaining rights, establishing that imposition of pay awards while collective bargaining is continuing is likely to be unlawful.

In 2023, the *Agnew* case removed significant barriers to claims by workers for unpaid wages and holiday pay in circumstances in which an employer has underpaid wages or holiday pay over a lengthy period.

And the 2023 *Aslef and others* case saw 13 unions win a judicial review against the government's decision to remove the ban on the use of agency workers to cover industrial action. In quashing regulations introduced by the Secretary of State for Business and Trade the High Court.

Join us at UNISON's North West HQ as a team of barristers from Old Square Chambers guide us through significant cases relating to disability, religion and belief protections, victimisation, whistleblowing, holiday pay, protection from detriment on trade-union grounds and industrial action.

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.

How to get there

Train: Arena Point is adjacent to Manchester Piccadilly railway station on Hunts Bank.

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.

Case law update

Programme

9.30am Registration

9.50am Welcome from the Chair
James Harrison, IER Deputy Director

10.00am
Carl Rix
Old Square Chambers

11.30am
Elana Margetts
Old Square Chambers

1.45pm
Speaker tbc
Old Square Chambers

11.00am
Questions and discussion

11.15am
Break

12.30pm
Questions and discussion

12.45pm
Lunch

2.45pm
Questions and discussion

3.00pm
Close

Booking

Please note: legal firms that subscribe to the Institute are entitled to one subscriber-rate place per conference. There are a number of free press places available on request.

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

Price

IER Subscribers:	£80 per delegate
Trade Unions:	£100 per delegate
Commercial:	£240 per delegate

Bookings: three easy ways to pay

1. Online: go to www.ier.org.uk/events. If you are a subscriber, please log in to get your subscriber rate, and pay with PayPal.

2. Post 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 or ask us to invoice you (full price only) by ticking the box below.

Registration

Please reserve places at the Manchester case law update at £ each

Name

Address

Email

Organisation

☐ Please invoice me ☐ I enclose a cheque for £ (Please tick applicable box)

Post this form to IER, 4th Floor, Jack Jones House, 1 Islington, Liverpool L3 8EG or fill in this form on the PDF version and email the PDF back to: office@ier.org.uk