

Who should attend

The conference will be of great interest to trade unionists, employment lawyers, personnel specialists, academics, students, and those concerned with the development of public policy.

How to book

To reserve your place, complete the form below and send your cheque, made payable to IER, to Institute of Employment Rights, 4th Floor, Jack Jones House, 1 Islington, Liverpool L3 8EG. Tel 0151 207 5265; fax 0151 207 5264; office@ier.org.uk

CPD, NPP and EPP accreditation

This seminar counts for 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.

Additional information

Details of nearby hotels are available from the office. 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.

How to get there

Nearest tube and train King's Cross and Euston

Cost

IER subscribers and members £45.00

Trade unions £60.00

Commercial £120.00

Booking form

Please reserve places at the **Grievance Procedures & Employment Tribunal Rules: casework update Seminar** at £.....

Name

Address.....

..... Email

Organisation.....

Please invoice me/I enclose a cheque for £.....

Design: www.smithplusbell.com Print: www.russellpress.com

Grievance procedures & employment tribunals: casework update

A half-day seminar
Tuesday 22nd March 2011
NUT Hamilton House
Mabledon Place
London WC1H 9BD

London



Organised by
The Institute of
Employment Rights

About the seminar

Following the termination of the 3-step grievance and disciplinary procedures, the introduction of the 2005 Employment Tribunal Rules and Procedures and the Gibbons review of 2007, The Employment Act of 2008 included clarification of the grievance procedures.

Despite the attempts prior to the Employment Act to increase the time limits for submitting applications to Employment Tribunals in the hope that more grievances would be settled at workplace level, the number of accepted claims has continued to grow – 236,100 in 2009-10, representing an increase of 56% on 2008-09, with unfair dismissal accounting for the largest number of claims.

In a new attempt to clarify and simplify the procedures, again based on a desire to reduce the number of grievances reaching Tribunal, sections 1-7 of the Employment Act deal specifically with Dispute resolution and Tribunal procedures.

- So has the erosion of the 3-step process impacted detrimentally on workers rights to pursue claims to tribunal?
- Has compensation that workers are entitled to receive been affected?
- How does the new Act outline fairness in the workplace?

All the evidence suggests that current confusion means that too many workers still experience difficulties in their search for workplace justice. Further, given the Con/Dem government's obsession with 'cutting red tape' is this another area we expect further detrimental changes to the law?

Examining latest casework, these and other questions will be addressed by our expert panel of speakers. All have hands-on knowledge of the current legislation and an understanding of how the procedures are impacting on unions. Knowledge of how the legislation is working and indeed any trends in current casework are essential for reps in the on-going period.

Programme

- 1.30 Registration
- 1:50 Introduction from Chair
Carolyn Jones, IER
- 2:00 After the Employment Act 2008: Resolving individual disputes in the workplace – an overview
Keith Mizon, ACAS
- 2:30 Escalating numbers of claims: How will we achieve fairness in grievance procedures?
Roger Seifert, Keele University
- 3:00 Tea and coffee
- 3:15 Analysis of the law as it stands and showcasing the best use of the ACAS Codes of Practice
Iain Birrell, Thompsons
- 3:45 Discussion
- 4:15 Close

Speakers

Iain Birrell is Team Manager in the Employment Rights Unit at Thompsons Solicitors.

Carolyn Jones has been Director of the IER since its inception in 1989.

Keith Mizon is Director, Individual Dispute Resolution at ACAS.

Roger Seifert is a Professor at Wolverhampton University.