

**MRS Employment Law Seminar
Employment Law: Are you getting things right?**

18th November 2010

Agenda

Introductions – 09.30 - 09.45

Employment status – 09.45 – 11.30

- Identifying status: employees, workers and the self-employed
- What legal rights, protections and statutory pay entitlements do they have?
- What should you be doing to formalise/document these relationships and limit your exposure to claims of employee status?
- Agency Workers Regulations
- How to manage holiday pay for casual workers
- TUPE service provision changes

BREAK - 11.30 - 11.45

Managing redundancies and alternatives to redundancy – 11.45 – 12.45

- Overview of redundancy; common pitfalls and how to avoid them.
- Alternatives to redundancy; how to impose pay cuts, change bonus schemes/commission arrangements or alter work patterns to save staff costs.

LUNCH -12.45 – 13.30

Equality Act and other developments in discrimination protection – 13.30 – 14.30

- New obligations under The Equality Act 2010 and the potential impact on your business
- Default retirement age and age discrimination
- Black-listing

Proactively protecting your business from competition – 14.30 – 15.15

- Protecting confidential information (client/respondent databases, proprietary models/knowhow etc)
- Effective use of contractual clauses (garden leave, restrictive covenants etc.) to minimise competition from ex-employees

BREAK - 15.15 – 15.30

Update on other key developments – 15.30 – 16.30

- Holiday and sick leave
- Fit notes
- New right to time off for training
- Upcoming additional paternity leave rights
- Watch out for whistleblowers

Q&A – 16.30 – 17.00