

Employment Law Updates

INTRODUCTION

Designed for Personnel, HR Specialists, Managers, Supervisors and Trade Union Representatives. This course is designed to enable participants to understand the legislative framework for employment in the UK and the areas of law which may affect their decision or place their organisation or themselves at risk of failure to comply.

COURSE OBJECTIVES

By the end of the course, delegates will have:

- **Identified** the main areas of UK employment law, which affects their organisation and its employees.
- **Reviewed** current legislation, recent changes and action to be taken
- **Reviewed** a range of decided cases, which help to put the legislative framework into context.
- **Reviewed** Employment Protection issues
- **Reviewed** Protection from Discrimination issues
- **An awareness** of how the European dimension affects UK employment law.
- **Reviewed** their own organisation's current practises against the areas covered in the programme and identified any issues for attention.

COURSE DURATION: 1 Day Course

COURSE CONTENTS

Contracts of Employment

Stated and implied terms
Time frames in establishing rights and obligations under the contract
Written terms and conditions
Implications for interviewing and making an offer

Employment Protection

Unfair dismissal
Constructive dismissal
The Wages Act
Working time Directive
National Minimum Wage
Age Discrimination

Protection from Discrimination

Sex discrimination
Equal pay principles
Race discrimination
Discrimination on trade union grounds
Victimisation
Disablement

Rights to Information

Collective bargaining
Access to medical reports and records
Data protection

Personal Development Action Plans

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