

12

King's Bench Walk



Annual
Employment
& Discrimination
Conference

Thursday 22 May 2008, 2pm – 6pm
Tower of London

About the conference

12 King's Bench Walk's Annual Employment and Discrimination Conference is an excellent learning and development opportunity for all those with an interest or practice in this area. The event will focus on recent developments in employment law and will cover a diverse range of issues relevant to you and your organisation, enabling you to stay at the leading edge of your profession. Our events are friendly and participative and are a valuable opportunity to network with colleagues and to speak with leading barristers who have a wealth of expertise and knowledge in these areas. The day will finish with an informal drinks reception and canapés. The conference is supplemented with an in-depth information pack - a useful resource for post-conference reference.

Key Themes

- New TUPE
- Employment law updates
- Employee status
- Redundancies
- Quantification of employment tribunal claims
- Discrimination & harassment
- Managing information in the workplace.

Speakers

All speakers at the conference are barristers at 12 King's Bench Walk. For more information, please visit their profiles at www.12kbw.co.uk.

Venue

The conference will take place in the New Armouries Banqueting and Meeting Suite at The Tower of London. For more information about how to get to the Tower of London please visit: <http://www.hrp.org.uk/TowerOfLondon>

CPD

The conference will provide 3.5 CPD points. Please quote CPD ref: AVV/CHRW.

Price

For every 2 places booked, receive a third free!

- Private firms - £95 & VAT per delegate
(£95 + £16.63 = £111.63)
- Public sector bodies including academic institutions -
£75 plus VAT per delegate (£75 + £13.13 = £88.13)

Further Information

For further information about the conference please contact:

Lexie Adams

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Temple, London EC4Y 7EL

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Email: seminars@12kbw.co.uk

2.00 – 2.15 Introduction by chair
Nicholas Heathcote Williams QC

2.15 – 2.45 Plenary session 1 – New TUPE. How big a change has it made?
Andrew Hogarth QC

Employers involved in the transfer of a business from one owner to another will need to take account of new TUPE Regulations which came into force recently. In this session we will look at the state of the existing law under the original TUPE and the provisions of the new TUPE which have replaced it. The session will explore those parts of the new TUPE which are controversial, or which may give rise to substantial litigation in the future. We will then look at the changes brought about by the new TUPE, examining developing case law.

2.45 – 3.30 *Workshop sessions, a choice of 3 from:

W1 – Is this person my employee?
Kweku Aggrey-Orleans and James Sullivan

The nature of the employment market has changed radically over the last 25 years. The modern workplace is now often a mix of permanent employees, temporary workers and agency workers. The extent to which workers within the later two categories have the benefit of statutory protection has in the recent past been the subject to rapidly evolving case law, to the extent that drawing the line between those workers who are entitled to statutory employment protection, and those that do not, has become more, rather than less, difficult. This workshop will cover the recent developments in the field of statutory employment protection in the context of temporary workers and agency workers.

W2 – Redundancies: back to basics
Andrew Hogarth QC and Claire Darwin

This workshop will cover the main areas of redundancy law including collective redundancies. The workshop will encompass aspects of EU and domestic law on the obligation to consult and warn; selection for redundancy, suitable alternative employment and remedies. There will be a discussion regarding what constitutes a genuine redundancy situation and recent case law on this issue. There will also be some discussion, regarding how Claimants can exploit errors by an Employer during a redundancy process and how Employers can avoid claims. This workshop will be of interest both to those who are fairly new to Employment Law and also to those seeking to refresh and expand their knowledge of the law on redundancies.

W3 – Quantifying claims for employment tribunals
Richard Viney and Louise Price

A look at the financial remedies available from Employment Tribunal. This workshop will include consideration of the present position in relation to statutory uplifts, a look at pension losses, and claims for damage for injury to feelings. This workshop will be of interest to anyone involved in the conduct of Tribunal claims.

W4 – Managing information in the workplace
Joel Kendall and Gemma Scott

This workshop will address the impact of the Data Protection Act 1998 and Freedom of Information Act 2000 upon the workplace generally and employment litigation in particular. It will be of interest to all practitioners whether they act for Claimants or Respondents and will shed some light on this sometimes poorly understood area of the law.

W5 – Discrimination update
Carolyn D'Souza and Edward Kemp

This workshop will cover a variety of current issues in discrimination law. There will be a discussion of the recent cases on burden of proof; an essential issue in many if not most discrimination claims. By using case studies, the workshop will review the practical implications of the Sex Discrimination Act 1975 (Amendment) Regulations 2008 including comparators in maternity and pregnancy claims and the new definition of sexual harassment. The workshop will also consider European and domestic approaches to associative discrimination and likely future developments in this area.

3.30 – 3.45 Break

3.45 – 4.30 *workshop sessions - 3 workshops from the list above

4.30 – 5.15 *workshop Sessions - 3 workshops from the list above

5.15 – 5.45 Plenary session 2 - What's new in employment law?
Richard Davison

This session will provide an overview of the important developments in employment law so far this year, looking ahead to what is on the horizon including forthcoming changes to the Statutory Dispute Resolution Procedures. The session will be of value to lawyers, HR managers, local authorities and other public sector employers who will want to keep abreast of the changing landscape of employment law.

5.45 – 6.00 Summary and close of conference
Nicholas Heathcote Williams QC

6.00 – 8.00 Drinks reception and canapés

**Please note that while only 3 workshops will run at each workshop session, it is hoped that all 5 workshops will take place at least once, with the most popular workshops running twice. Places will therefore be limited and will be allocated on a first come first served basis.*

Please copy this form and return it to Lexie Adams, 12 King's Bench Walk, Temple, London EC4Y 7EL. Fax: 020 7583 7228. Email seminars@l2kbw.co.uk. Each delegate should choose only 3 workshops from the list of 5 provided on the previous page. Workshop places will be allocated on a first come first served basis and cannot be guaranteed:

Delegate Name	Email address	Choose 3 Workshops (W1, W2, W3, W4, W5)	Cost	VAT @ 17.5%	Total
1					
2					
3			Free	Free	Free
TOTAL					

I enclose a cheque for the total amount.

Please invoice my organisation.

Organisation Name: _____ Organisation Type: _____

Contact Name _____ Address: _____

Email address: _____ Contact Number: _____