



PDP Workshops

www.employmentmasterclass.com

Employment Law Masterclass – London

Tuesday, 29th April 2008

Wednesday, 25th June 2008

Tuesday, 30th September 2008

Covering the Hot Topics:

Age Discrimination

Harassment and Bullying

Workplace Surveillance

Statutory Dispute Resolution Procedures

Keynote Speaker:

Julian Parker, Data Genetics International



Presented in
association with



CHARLES RUSSELL

HARASSMENT AND BULLYING

Grievances and claims relating to workplace bullying and harassment are increasing year on year, but handling these complaints can be anything but straightforward. In addition to claims for harassment brought under discrimination legislation, employers can now be liable under the Protection from Harassment Act 1997 for workplace bullying, following the House of Lords decision in *Majrowski*, and employees no longer have to show that they have been discriminated against in order to bring a claim. This session will:

- provide an overview of the legislation and consider the impact of the Protection from Harassment Act 1997
- work through case studies in order to take a practical look at bullying and harassment, the issues which arise and how best to handle these complaints

AGE DISCRIMINATION

The Age Discrimination Regulations have been in force for over a year. This session looks at how they are bedding down, considers the first cases and the issues which are arising, and will provide practical guidance on how to deal with them. The session will include the position on enhanced redundancy schemes which do not comply with the age legislation and issues in relation to retirement e.g. points arising in connection with the duty to consider procedure and issues surrounding having a retirement age.

WORKPLACE SURVEILLANCE

Monitoring employees' activities in the workplace in relation to their use of the telephone, internet and email has increased over the last few years, and there is a corresponding amount of legislation regulating this. This session will:

- provide an overview of the relevant legislation including Data Protection Act, the Employment Code of Practice, RIPA and the Telecommunications Regulations
- look at formulating and implementing employee monitoring systems and policies
- consider the extent and circumstances in which information gathered can be used in disciplinary proceedings and tribunal/court proceedings

Julian Parker, CEO of Data Genetics International, will highlight the new and often-overlooked issues involved in tracking evidence held on computer systems, and will explain best practice for gathering such evidence in pursuit or defence of a claim. He will also cover the practicalities of computer evidence - do you know how much information a computer actually stores, for example...even when you think everything has been wiped? This session will include:

- an introduction to best practice in handling computer evidence
- an introduction to the nature of computer evidence
 - How, where and why stored information can be retrieved
 - Tracking changes, electronic footprints, e-mail etc
 - Risks associated with electronic documents and stored data - can you ever actually destroy computer evidence?
- an introduction to the tools/technology involved in computer forensics. Case studies, including:
 - theft of IP from within/breach of confidential information
 - sabotage of systems
 - employee misbehaviour/defamation and fiduciary and contractual breaches
 - deliberate fraud and document deception using computers

STATUTORY DISPUTE RESOLUTION PROCEDURES

Although these are going to be repealed following the Gibbons' review and the consultation by the DBERR, they are still in place at the moment and must be complied with in order to avoid a finding of automatic unfair dismissal and an uplift in compensation. There has been an enormous amount of case law covering all aspects of the procedures. This session will:

- provide a summary of the cases and outline the key points
- look at the up-to-date position on their replacement
- work through case studies to provide practical guidance on dealing with the difficulties the procedures have caused, handling disciplinaries and grievances and minimising the risks of claims

THE CHARLES RUSSELL EMPLOYMENT AND PENSIONS GROUP

Charles Russell LLP is a leading full service law firm. Its Employment and Pensions Group is one of the largest and most successful stand alone employment teams in the UK with offices in London, Cheltenham, Guildford and Cambridge. The Group is headed by David Green and consists of a team of 14 partners and 20 other legal professionals. They advise on all aspects of employment law, both contentious and non-contentious.

The Group has been involved in several leading cases - some recent examples include *Astle & Ors v Cheshire County Council and anor*, *Cable & Wireless PLC v Muscat* and the leading cases on "age" discrimination *Rutherford v Secretary of State for Trade and Industry* and *Cross and others v British Airways*.

BIOGRAPHIES OF SPEAKERS



Michael Bradshaw has been a Partner in the Employment & Pensions Service Group at Charles Russell since May 2005. Michael has extensive experience in all areas of employment law covering both contentious and non-contentious matters. Michael has worked in-house on secondment for a plc in a human resources role.

Michael has particular expertise in contentious matters and Employment Tribunal claims for corporate clients and in working closely with clients on organisational change and changes to terms and conditions. He has led client teams in a range of high profile employment based claims. Michael is also a leading member of the Service Group's Corporate Immigration Specialists.

Michael regularly speaks externally and also contributes to the legislation working parties of the Employment Lawyers Association.

He has been noted for his expertise in the Legal 500.



David Green qualified in 1978, and has been with Charles Russell since November 1991. He is the Head of the Employment & Pensions Group. David's expertise covers all areas of employment law and immigration. He has a particular interest in issues arising from the Transfer of Undertakings (Protection of Employment) Regulations 2006. He has acted in a number of high profile cases reported in the legal press.

David also writes regularly for Croners and Tolley's employment law publications. In addition, he lectures on a regular basis and is involved, as a trainer, in the firm's client training programme. He is also an accredited CIPD trainer and an accredited mediator.

David frequently appears in the national press and was named as an employment lawyer highly rated by HR professionals in a survey carried out by Employer's Law. David is recognised by the Legal 500 and Chambers Directories as a leading expert in his field. In Chambers 2007 he was described as "*developing practical solutions that work.*"



Brian Palmer qualified in 1990 and joined Charles Russell as a Partner in July 2000, having previously been a Partner for a number of years at another City law firm.

Brian's expertise is in both contentious and non-contentious employment matters including recruitment, service contracts, disciplinary procedures, terminations, the employment aspects of acquisitions, unfair and wrongful dismissals. He has particularly developed a specialisation in the protection of confidential information and critical teams of employees, including the use of Search and Freezing injunctions. Brian gives regular lectures and seminars and comments in national print and broadcast media on employment issues.

Brian is a recognised expert and has been noted in "*The Legal 500*" as having "*built a reputation for delivering practical and commercial advice.*"



Julian Parker on leaving the army went into the commercial investigations industry, where he spent 10 years investigating fraud, piracy, counterfeit, intellectual property theft and abuse and many other matters. In 2001 he co-founded Data Genetics

International Ltd (DGI) with Edward Wilding, a long-standing computer forensics investigator. Since then DGI has grown to become one of the largest independent computer forensic firms in London, servicing criminal and civil litigation and investigations throughout the UK and across the globe.



Michael Pownier is a Partner of the Service Group who qualified in 1996 and has been with Charles Russell since October 2000.

Mike is primarily a corporate employment lawyer. As a trained advocate who has considerable experience of employment claims at every level, Mike has extensive expertise in providing commercial advice to reduce exposure and avoid litigation. Mike's experience includes a large number of UK and Europe-wide restructurings as well as union negotiations to avoid UK-wide industrial action. He is a regular contributor to Tolley's Employment Handbook and writes for both the *Times* and *FT* as well as numerous employment specific publications. He lectures widely through invitations to speak at employment conferences and is recognised by both Chambers and the Legal 500 as a leading expert in the field which is further evidenced by his recent appointment as a visiting lecturer to the College of Law.



Andy Williams joined Charles Russell in 2001, having qualified and worked at another prominent City firm. He has a broad range of experience in employment matters as well as pensions issues, having regularly advised on a variety of contentious and non-contentious matters. He has a particular interest in advising companies on the employment and pension implications of making changes to their pension arrangements for staff as well as substantial experience of Tribunal work and negotiating severance packages with, and for, senior executives.

Andy is a member of the Employment Lawyers Association, the Pensions Management Institute and the Association of Pension Lawyers. Andy is also a member of the firm's charities/not for profit, education and sports and leisure groups, with an interest and expertise in all those areas. He is recognised by Chambers as a leader in his field and "*an Associate to watch*".

10.00 a.m.	Registration/coffee
10.15 a.m.	Introduction
10.20 a.m.	Bullying and harassment an overview of the legislation
10.45 a.m.	Workshop Bullying and Harassment
11.30 a.m.	Coffee
11.45 a.m.	Age discrimination an update on the latest issues and case law
12.05 p.m.	Workplace surveillance dos and don'ts from the legal perspective
12.20 p.m.	Keynote speaker Julian Parker, Data Genetics International
	Tracking and gathering evidence held on computer systems
1.00 p.m.	Lunch
2.00 p.m.	Statutory dispute resolution procedures an update on recent cases and the future
2.50 p.m.	Workshop statutory dispute resolution procedures
3.45 p.m.	Round-up of key issues from the day
4.00 p.m.	Close



Booking form

EMPLOYMENT LAW MASTERCLASS

Employment law is constantly evolving and it is a challenge to keep up with the changes. This Masterclass looks at the current hot topics which those involved in HR face on a daily basis. It usefully combines formal presentations with informal workshops and real life case studies on typical scenarios in the workplace. Delegates are provided with comprehensive course papers on all the topics covered, which can be used as reference materials when back in the office.

Who should attend:

Human Resources Officers and Administrators, Personnel Officers, Compliance Officers, Employers' Representatives and Employment Law Advisers

Short Day – 10am to 4pm (lunch included)

- London** ■ Tuesday, 29th April 2008
- London** ■ Wednesday, 25th June 2008
- London** ■ Tuesday, 30th September 2008

Accredited by the Law Society with 4 CPD points

£345 plus VAT (£405.37)

We can provide tailor-made in-house sessions at your premises. Contact us for further details.

Five easy ways to book:

- | | | | |
|------------------|-------------------------------|-------------|--|
| Telephone | +44 (0)845 226 5723 | Fax | +44 (0)870 137 7871 |
| Email | training@pdpworkshops.co.uk | Post | PDP Training, 16 Old Town,
London SW4 0JY |
| Website | www.employmentmasterclass.com | | |

Please fill in the form below and fax or post it to us to reserve your place:

Name: _____	Position: _____
Organisation: _____	Date of course: _____
Address: _____	
Telephone: _____	Fax: _____
Email: _____	

Others attending from your organisation (15% discount for second delegate, 20% discount for third delegate):

(1) _____	Email: _____
(2) _____	Email: _____

I am unable to attend. Please send me the course papers for £75 plus VAT (£88.12).

Total remittance: _____

Payments by BACS to A/C 00232130 Sort Code: 20-41-41 Swift Code: Barc gb 22 Barclays Bank, Holborn London, United Kingdom VAT Number: 809 8068 02

I enclose a cheque for the above sum - Please make your cheque payable to "PDP"

Please send me an invoice