

Employment Law Seminar Series

Autumn/Winter 2019-20

About the seminars

- 42 Bedford Row offers outstanding seminars and practical workshops from experienced and approachable practitioners
- As well as the following topics, we also offer bespoke seminars and workshops especially adapted for your practice areas. The content of each event can be adapted to meet your firm's learning and development needs — please contact us to discuss
- Each seminar or workshop is fully accredited and can form part of your continuing competence programme. They can be presented at your offices by members of 42 Bedford Row, or in Chambers by arrangement
- The seminars are all offered free of charge
- Call our Senior Practice Manager, Steve Sheridan, to discuss your requirements

42 Bedford Row London WC1R 4LL

Telephone 020 7831 0222

clerks@42br.com www.42br.com.co.uk

1. How to make the most of the ET costs regime

A practical, non law-heavy talk which gives an insight into the ET costs regime. It is particularly intended to assist in working out when a practitioner should take certain actions and when to rein themselves in.

- Is it worth making a costs application?
- Making use of deposit orders
- Costs warnings and settlements
- Costs and postponements
- Judicial assessments
- Potential costs for failing to prepare for reinstatement

2. Making the best use of medical evidence in the Employment Tribunal

Unlike a PI claim, medical evidence does not always come up in the ET. Sometimes a practitioner may never have encountered it at all. This talk aims to give the basics to an employment practitioner so as to enable them to deal with medical evidence as effectively as possible and identify where they may need to get more advice.

- Where is medical evidence relevant in an ET claim?
- What are the practical steps in collecting it including the likely ET procedure
- How do you challenge medical evidence and in particular ask questions of Doctors?
- Relevant case law

3. Social Media in the workplace

The benefits and complications of social media in the workplace and the strategic use of well-drafted social media policies.

- The blurring of work/private life and privacy issues
- HRA applications, Article 8 and 10
- Equality Act implications
- ETs' approach to such cases and what considerations apply
- Review of recent case law

4. Defending stress at work claims

A workshop aimed at intermediate and experienced solicitors, covering both the legal concepts affecting stress at work claims, and the practical difficulties involved in such claims. This workshop will help you navigate these difficult claims with confidence.

Advising on managing stress absences • Advising on options for termination of employment • Defending ET claims for constructive dismissal • Ordinary unfair dismissal and disability discrimination

5. Worker status

A legal update and discussion workshop, aimed at bringing you up to date with the fascinating and constantly-changing legal landscape of employee and worker status.

A review of recent cases involving *Uber*, *Addison Lee* and *Pimlico Plumbers* – among others – that have proved that nothing is ever set in stone when it comes to Employment Law; so catch up on all the latest cases, and what they mean for your clients.

6. Preparing for battle in the Employment Tribunal

A workshop aimed at trainee and newly qualified solicitors or in house lawyers who are new to ET litigation. Lots of practical tips for maximising your client's prospects for success at trial.

7. Remedies in High Value Employment Tribunal Claims

Whether you are bringing or defending high value claims in the ET, this workshop will take you through some of the important remedy considerations when preparing your cases to help you get the best results for your clients via settlement, mediation or litigation.

8. Flexible Working and Indirect Discrimination Claims

At 42 Bedford Row we have seen a rise in discrimination claims brought by employees following rejection of their flexible working requests.

Whether you are dealing with flexible working applications in house, or advising clients on them, this workshop will help you navigate these often tricky situations to help you or your clients avoid ET claims, or prepare to robustly defend them.

9. Navigating the TUPE Maze

A practical seminar aimed at demystifying an area that often fills people with dread (!) Including an overview of the key concepts and consideration of recent developments and notable cases.

- What amounts to a relevant transfer and what does it mean to retain an economic identity?
- Who and what transfers over?
- The duty to inform and consult, and provide Employer Liability Information (and sanctions for non-compliance)
- Dismissals related to a transfer

10. Managing misconduct dismissals

A workshop aimed at junior practitioners (or those who want a refresher) looking at one of the most common type of unfair dismissal claims, with particular focus on analysing the fairness and reasonableness of the investigation process, the scope of the appeals process, and the appropriateness of the sanction.

We will also look at the procedural issues and pitfalls that can make all the difference to the success or failure of the claim.

11. Protected disclosures

An overview of whistleblowing legislation and case-law including consideration of the public interest test following the decision of the Court of Appeal in *Chestertons*.

12. *Unison* and beyond

A thorough examination of the practical implications of the decision of the Supreme Court in *Unison* in relation to reclaiming fees, resurrecting claims struck out, not pursued or abandoned and wider implications of the judgment.

13. Burden of proof

An overview and update of burden of proof in discrimination cases following *Efobi v Royal Mail*.

14. Indirect discrimination

An update following the decision of the Supreme Court in *Essop and others v Home Office*.

About the 42 Bedford Row Employment Team

- We have a strong track record of success in both advisory and contentious work across a broad range of cases. Our work includes specialist advice, drafting and advocacy
- We work in highly complex cases and have specialists at every level of experience and complexity
- Our team regularly delivers seminars and workshops to solicitors and other professionals on recent developments in law and practice