



**EMPLOYMENT ADVOCACY  
SERVICES ONLINE**

# Employment Law & Redundancy Explained Professional Seminar

With the current economic climate, redundancy is unfortunately a decision we may all have to think about. Are you up-to-date with the Law on Redundancies? Do you know the procedure to follow to make a member of staff redundant?

The correct consultation period: offering suitable alternative employment, providing reasonable time off to look for work or training, employing new staff?

It is so easy to misunderstand the law.

Failing to consult is a common employee complaint and could lead to Employment Tribunals. For detailed up-to date practical guidance and case Analysis,

**Book Now: Fee ~~£150~~ £75.00**

**(Book before: 1st December 2011)**

**FREE : Tea, Coffee, and Lunch Provided**

Our Seminars will be run by Barristers with years of experience in the field of Employment Law.



## GUEST SPEAKERS

**Andrew Hogarth QC**  
12 KBW



**Lincoln Crawford OBE**  
12 KBW



**Joel Kendall**  
12 KBW

**Date: 9th December 2011**

**Location: Croydon Park Hotel,  
7 Altyre Road, Croydon, CR9 5AA.**

**Time: 9.30am—5.30pm**

**Call us on: 020 8405 4306**  
[www.employmentadvocacyservices.co.uk](http://www.employmentadvocacyservices.co.uk)

## Who Should Attend?

**New Start Up Businesses**  
**SME's, Employers with 10 - 50 Employees**  
**Trade Union Officials/Members (FREE)**  
**Charities (FREE)**  
**Law Centres/CAB Advisers**  
**Solicitors**  
**HR Directors/Managers**

## **Andrew Hogarth QC 12 KBW**

Andrew Hogarth QC has a strong reputation both in the field of Personal Injury and Employment law with a particular interest in industrial disease claims. He is recommended as a leading PI and Employment silk in the current editions of the major legal directories. Chambers and Partners 2011 describes Andrew as "a barrister capable of digesting a vast amount of information and distilling it into a few words." Instructing solicitors say that, despite his "fantastic knowledge and enterprise," Hogarth "doesn't have an inflated personality." Since 1997 he has been a part-time Employment Tribunal Chairman. He is a CEDR-accredited mediator and mediates in employment law and personal injury cases. Andrew Hogarth QC has been head of Chambers since 2005

## **Lincoln Crawford OBE 12 KBW**

Lincoln Crawford OBE has been a part-time chairman of employment tribunals for more than 10 years. Lincoln has appeared in numerous cases for local authorities concerning public law challenges relating to housing and benefit payments. He is particularly interested in public law challenges in the areas of education and health. Lincoln is experienced in cases involving negligence by doctors and solicitors. Lincoln has a long and extensive history of conducting public and independent inquiries. He has carried out reviews for major institutions, provided legal advice and interviewed widely for major appointments. Lincoln has participated on numerous programmes on radio, including Radio 4 series Points of Law and Nick Ross, The Commission. Recently, he appeared in BBCI "You be the Judge".

## **Joel Kendall 12 KBW**

Joel Kendall practices principally in the areas of Employment and Personal Injury.

He has wide experience in all types of discrimination work (including harassment), cases involving TUPE, collective and individual redundancies, protected disclosure, working time cases, agency workers, restrictive covenants and unfair dismissal. He appears regularly in the Employment Appeal Tribunal. He has appeared in the CICA on numerous occasions, most recently in a claim under the old Board scheme resulting in the first application in the CICA of the principle of election in Peters v East Midlands Strategic HA. An award of £4.7 million was made in that case. He regularly acts for the Motor Insurers' Bureau. Joel lectures regularly to solicitors on employment law. He has been involved in the continuing professional education of solicitors

- 09.30 Registration & Coffee
- 09.50 Welcome and introduction
- 10.00 What does redundancy mean; Key stages of a restructure/reorganisation  
Fair selection criteria
- 10.50 Tea/Coffee
- 11.05 Redundancy Timelines; When should consultation begin  
Redundancy Interview and dealing with the psychological impact of change:
- 11.55 Questions & Answers
- 13.00 Lunch
- 14.00 Dealing with confrontation to change; Employee Retention
- 14.50 Retained Employees revised terms and conditions  
Dealing with potential Unfair dismissal/discrimination claims
- 15.40 Tea/Coffee
- 15.55 Short term and long term performance of the business post restructuring  
HR & effective communication skills
- 16.45 Questions and Answers
- 17.30 Close of seminar

## ADMINISTRATION NOTES

### ENQUIRIES

Employment Advocacy Services Ltd, Park House,  
22 Park Street, 4th Floor, Croydon, CR0 1YE  
Tel: 020 8405 4306, Fax: 020 8681 6976

### FEE

All fees are inclusive of refreshments, lunch and seminar documentation. Cheques payable to Employment Advocacy Services Ltd

### NOTES

If you cannot attend this seminar the notes are available at £80 inc p&p per set. For more information call us on 020 8405 4306.

### HOW TO BOOK

Please return the registration form to:  
Employment Advocacy Services Ltd, 4th Floor,  
Park House, 22 Park Street, Croydon, CR0 1YE.  
Alternatively, register your place via our website  
[www.employmentadvocacyservices.co.uk](http://www.employmentadvocacyservices.co.uk).  
Telephone bookings are only accepted if paid by credit card. All other bookings must be confirmed in writing.

### BOOKING TERMS

Send your form with your cheque, or enter your credit card details, or ask to be invoiced. All invoices for this seminar must be paid within 30 days of the invoice date. Submission of a completed registration form constitutes a firm booking.

### REGISTRATION

Full details of the venue, including a map, will be sent via email two weeks prior to the seminar. If you have not received acknowledgement of your registration one week before the seminar, please telephone us on 020 8405 4306 to confirm that your registration has been received. The seminar will start promptly at 09:50. Registration will take place in the preceding 20 minutes.

### SUBSTITUTE DELEGATES

If you are unable to attend, a substitute may attend in your place. Please inform us of any changes as soon as possible.

## CANCELLATION AND REFUNDS

A credit against the registration fee payable (less an administration fee of £50.00) can only be made in respect of written cancellations received by Employment Advocacy Services at least 10 days before the seminar. The full registration fee will be payable for cancellations received less than 10 days before the seminar.

## DATA PROTECTION

Your details are held for Employment Advocacy Services Ltd's use only. Apart from any use made in connection with our acting on your behalf — including for credit control reasons (only if you are a client) — we would only use your details to send you occasional materials on our products, services and events that we think may be of interest to you (as either a contact or client). None of your details will be passed to third parties for any marketing purpose.

- Tick here if you do not wish to receive mail from us
- Tick here if you do not wish to receive occasional emails from us

It may be necessary for reasons beyond the control of Employment Advocacy Services to change the content and/or timing of the programme and/or venue and/or speakers.

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# REGISTRATION FORM

Please copy this form to register more than one delegate, or you can book online by visiting:

[www.employmentadvocacyservices.co.uk](http://www.employmentadvocacyservices.co.uk)

## Contemplating Making Redundancies Seminar 2011

FEE = £150 per delegate

PLEASE COMPLETE CLEARLY IN BLOCK CAPITALS

All fields marked with # must be completed

Title# \_\_\_\_\_ First Name# \_\_\_\_\_

Surname# \_\_\_\_\_

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Address# \_\_\_\_\_  
\_\_\_\_\_

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Special dietary requirements (inc vegetarian - if any) \_\_\_\_\_

I have read and agree to the booking terms set out in the administration notes

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Please send me the notes at £80 per set (incl p&p)

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