

Old Square Chambers is pleased to invite you to our Western Circuit employment seminar...

# TOPICAL ISSUES IN EMPLOYMENT LAW



Date: Wednesday 8th July 2009

Time: Registration 5pm. Talks 5.30pm - 7pm with drinks to follow

Venue: The Bristol Royal Marriott, College Green, Bristol, BS1 5TA

## Preparing for Job Losses: Policies, procedures and avoiding compensation

**Andrew Midgley:** This topical talk covers the application of the Employment Act 2008 to redundancy dismissals, examining the application of the repealed statutory dismissal and grievance procedures. Andrew considers the correct criteria and procedures for fair redundancy, particularly the difficult issue of age discrimination. This talk will help employers, employees and their representatives manage job losses in the workplace.

## Termination of Employment: Contracts, bonuses and benefits

**Simon Gorton:** This talk deals with the topical issues of bonuses and other discretionary contractual benefits which employees may claim to be entitled to and employers may wish to reject or decline to pay. The talk covers the typical cases which arise, the relevant legal principles involved and analyses some of the prominent cases dealing with such benefits.

## The implications of *Stringer and Ainsworth v HM Revenue and Customs* in the ECJ and the House of Lords

**Michael Ford:** The *Stringer and Ainsworth* case concerns two important issues under the Working Time Regulations: (i) whether workers off sick can take paid annual leave under the Regulations and how their termination payments are calculated; (ii) whether claims under the Regulations can be brought as claims for unlawful deduction from wages. Michael Ford is counsel for the claimants. The ECJ recently upheld the claimants' arguments, though many commentators have misreported the effect of the decision. The House of Lords heard the resumed appeal on 30 April. In the lecture Michael will explain the implications of the ECJ decision for employers and workers, including the agreed analysis of the ECJ ruling which was presented to the House of Lords.

The event will be chaired by Toby Kempster - Price £20 per person - The seminar is accredited with 1.5 CPD

If you would like to attend, please register online at [www.oldsquare.co.uk](http://www.oldsquare.co.uk) or contact Lisa Wilson on 0117 930 5100

Please make cheques payable to Old Square Chambers and post to:

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