

Annual Employment Seminar

OLD SQUARE
CHAMBERS 

About the Seminar

Old Square Chambers' Annual Employment Law seminar 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 range of issues relevant to you and your organisation.

Our events are friendly and interactive and are a valuable opportunity to network with colleagues or to speak with our leading barristers who have a wealth of expertise and knowledge in this area of practice.

A drinks reception will follow the seminar.

Tuesday 15 June 2010

**The British Medical Association, BMA House, Tavistock Square
London WC1H 9JP**

17:00 till 19:00

This seminar is FREE



THE PROGRAMME

17:00 Registration at reception. Tea & coffee.

17:25 Welcome by Chair, Jane McNeill QC.

17:30 ***Stringer, Ainsworth & others v HM Revenue & Customs***

Michael Ford

Michael Ford's talk will focus on holiday rights under the Working Time Regulations. He will discuss the implications of *Stringer v HM Revenue*, including issues such as whether workers off sick can refuse or be required to take annual leave; whether workers can carry over annual leave; and what are the rights of workers on termination of employment. In addition he will consider the effect of the ECJ decision in *Pereda v Movilidad* and the questions about calculation of holiday pay recently referred by the Supreme Court to the ECJ in *Williams v BA*.

17:50 **Religion: Believe it or not?**

Betsan Criddle

Betsan considers the recent case law on the scope of religion and belief under the Employment Equality (Religion or Belief) Regulations 2003 and the separation of religion and belief from its manifestation. The talk examines the extent to which the law protects those with religious or philosophical beliefs, and the obligations of the employer towards employees with such beliefs.

18:10 **Tactics for fighting & defending discrimination claims**

Ijeoma Omambala

Ijeoma will present practical analysis of the most effective way of fighting and defending discrimination claims. The talk will include consideration of how parties can best deploy disclosure, the burden of proof, questionnaires and interlocutory applications to their advantage. There will be discussion of what steps should be taken at the case management stage and whether and how expert evidence should be adduced.

18:30 **"Sex in the City"**

Elizabeth Melville

Judgment was handed down on 30 April 2010 in the highly publicised case of *Jordan Wimmer v Mark Lowe* and others, in which Lizzie successfully defended the millionaire city financier, Mark Lowe against allegations of sexual harassment, unlawful deductions from wages, unfair constructive dismissal and disability discrimination. Ms Wimmer was claiming £4 million compensation. Lizzie will look at the practicalities of high profile claims, including dealing with press interest.

19:00 Drinks reception to follow talks.

To book your place please register at www.oldsquare.co.uk or email kelly@oldsquare.co.uk

THE SPEAKERS



Jane McNeill QC

Chair

Jane McNeill specialises in the fields of employment and personal injury law. She is an accredited mediator and has successfully mediated a number of substantial and difficult discrimination and personal injury disputes. She has acted in a number of the leading cases in the discrimination field, *Slack v Cumbria*, *Gutridge v Sodexo*, *Grundy v BA*, *Kapur v Barclays Bank*, *Hallam v Avery* and the *Preston* litigation. She has recently represented BA pilots in the Supreme Court in *BA v Williams*, test cases concerning holiday pay in the civil aviation sector, in which the Supreme Court has made a reference to the Court of Justice. She has represented the Respondent in the *Rose Gibb* case, considering the powers of a public authority to agree compensation payments which exceed common law and statutory liabilities



Michael Ford

Stringer/ Ainsworth

Michael's principal area of practice is employment law, both individual and collective, including areas such as equal pay, industrial action and trade union law. His practice also includes judicial review, human rights, data protection, health and safety and public inquiries. Michael was counsel for the claimants in the Stringer litigation (which went to the ECJ and House of Lords), and is currently instructed in *BA v Williams*, in which the Supreme Court recently referred more questions on holiday pay to the ECJ.



Betsan Criddle

Religion: Believe it or not?

Betsan is a specialist employment and discrimination law barrister, with particular expertise in the field of equal pay. She acts for employees and employers across the whole spectrum of employment work, in the Employment Tribunal, EAT and the civil courts. The past 12 months have taken her from the county court, representing an employer alleged to have aided and abetted discriminatory acts by the police, to the Court of Appeal, acting both with and without leading Counsel. She was appointed to the Attorney-General's C Panel in March 2008 and has acted for various government departments in complex and high value discrimination claims.



Ijeoma Omambala

Tactics for discrimination claims

Ijeoma is a specialist discrimination and employment lawyer. Her discrimination practice encompasses employment and non employment work across all the discrimination strands. Ijeoma's employment law practice spans individual and collective issues including equal pay, restraint of trade and industrial action. Ijeoma's practice also includes judicial review and human rights work.



Elizabeth Melville

"Sex in the City"

Elizabeth specialises in all aspects of employment and discrimination law, including restraint of trade, contractual disputes and wrongful dismissal. She is regularly instructed in complex discrimination complaints. Up until 2003 she also practised in the fields of personal injury and clinical negligence and now applies this experience to the calculation of high value discrimination claims and in understanding issues of medical evidence and causation in discrimination cases involving a personal injury element. Her previous experience is also invaluable in the professional disciplinary work she undertakes in the context of the medical and healthcare professions.