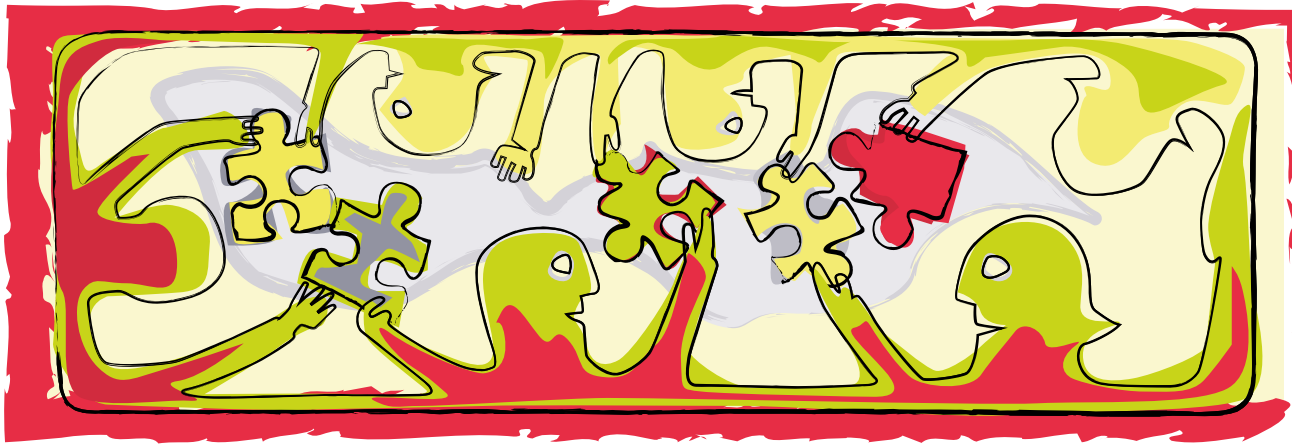


# Employment Law Latest Employment Headaches





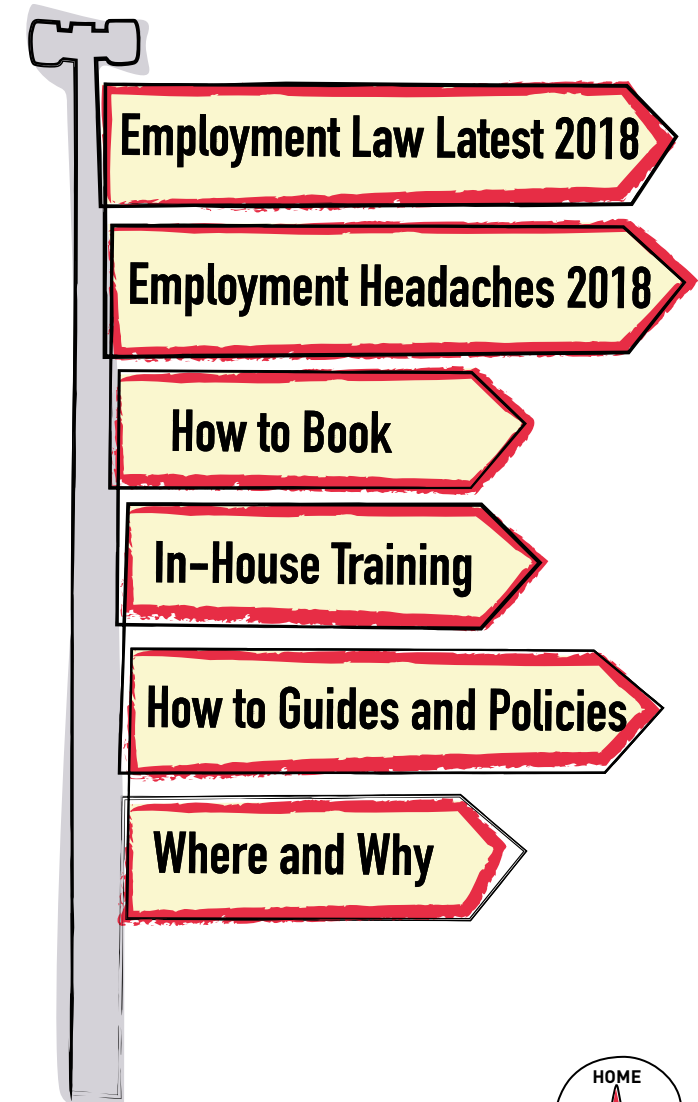
## About Sherrards

We are a specialist employment law firm and a leading provider of employment law advice and training with offices in Sussex and at Heathrow. Sherrards has five highly experienced employment lawyers and is recommended by the Legal 500 and Chambers, the leading directories of the legal profession, as a provider of employment law advice.

The team at Sherrards is praised in Chambers for providing **“a first-rate, seamless service, with strong, clear advice.”** One client interviewed by Chambers said **“With Sherrards, I feel confident and assured about taking a case forward.”** Another said **“The team comes across as approachable and gets back to me very promptly.”**

The Legal 500 describes Sherrards as **“extremely professional”** and states that the team **“always provides excellent advice.”** They note that Harry Sherrard and Dan Soanes **“always explain the legal terms without complexity”** and that Victoria Bevis is **“well regarded for her clarity of explanation, patience, tenacity and professional manner.”**

Sherrards’ national client base includes organisations in the private, public, and voluntary sectors.



Where and Why



# Employment Law Latest 2018

Essential for HR and people managers, this half day course will focus on crucial employment law updates, including new legislation, Government reforms and case law. Our interactive style creates an excellent learning environment with ample scope for questions and discussion.

Key topics will include:

## Gender Pay Gap vs Equal Pay – What is the difference?

The extent of the UK's gender pay gap has been exposed for the first time. We will illustrate the differences between the gender pay gap and Equal Pay, and discuss how to defend (and preferably avoid) potential Equal Pay claims.

## Is everyone now a worker?

The Uber, Deliveroo and Pimlico Plumbers decisions are significant to all organisations which engage “self-employed” consultants. We will discuss the holiday pay, tax and other implications.

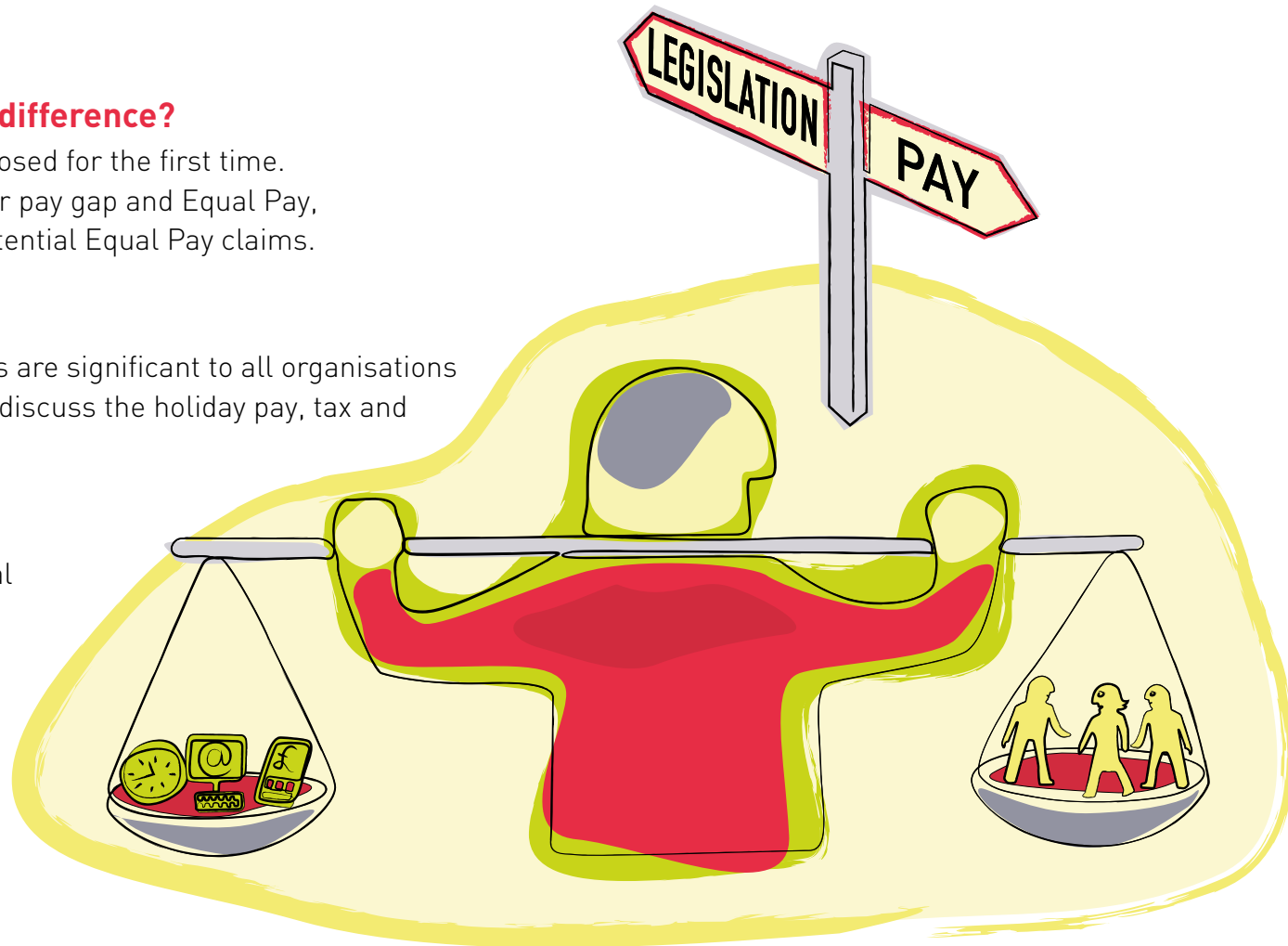
## Working Families

Three years after the introduction of Shared Parental Leave, we will review the steps the Government is planning to encourage greater take-up, and review recent case law in this area.

Wednesday 10th October - Sussex

Monday 15th October - London

Thursday 1st November - Surrey



## General Data Protection Regulation

We will look at the impact the Regulations have had on employers and how the Information Commissioner's Office intends to respond in the event of a data breach.

## Brexit

The prospect of the UK leaving the EU in March 2019 raises a number of questions for employers and employees. We will analyse the steps that employers could be taking now to prepare for the change.

## Apprenticeships Decline

Employers have complained the Apprenticeship Levy is hard to understand, and the number of apprenticeships has declined rather than increased. We will review why this is and look at the legal framework and the practicalities of hiring an apprentice.

## Managing and avoiding claims from employees with mental health issues

Recent case law has arguably made it more difficult to manage performance and disciplinary issues involving employees with mental health issues. We will review that case law, but also look at the positive responsibilities of employers and discuss why investing in employee wellness is good for business.

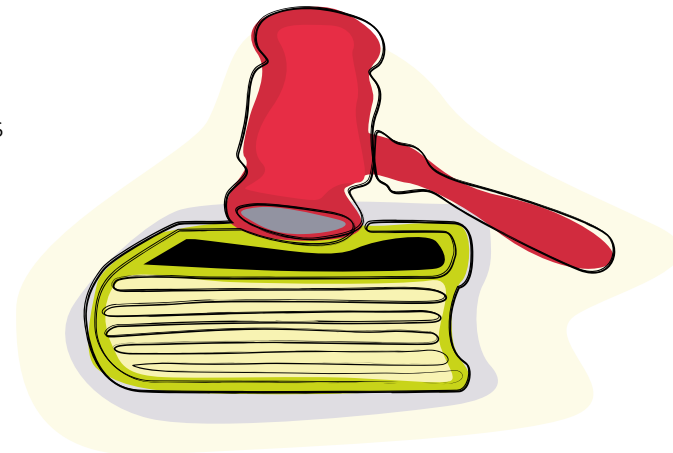
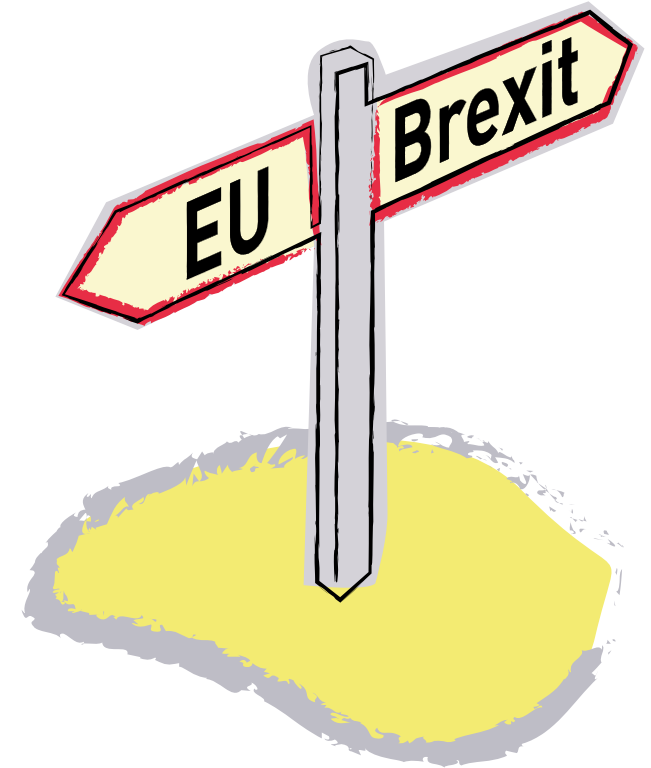
## Dress Codes

The Government Equalities Office has published new guidance on dress codes and sex discrimination. What are the implications for employers?

## Round Up

A detailed assessment of significant recent case decisions.

For more details on all of the topics that will be discussed please send an email to [seminars@sherrardslaw.com](mailto:seminars@sherrardslaw.com)



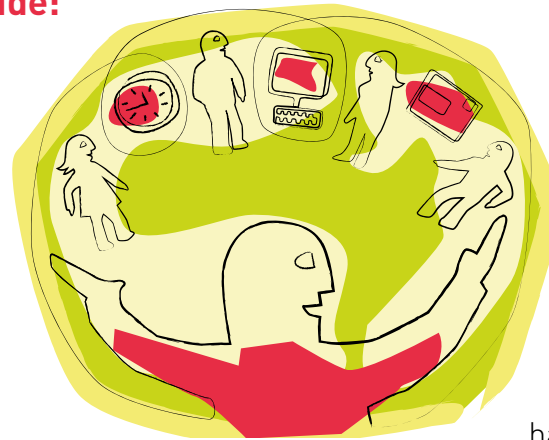
# Employment Headaches 2018

This business focused, half day course takes attendees through over 20 practical workplace scenarios. It is highly interactive and involves delegates in considering real-life scenarios.

**Monday 12th November - Sussex**  
**Wednesday 14th November - London**  
**Monday 19th November - Surrey**

## Employment Headaches that will be covered include:

- An employee is being uncooperative about seeing the company doctor, and says this will make him more unwell. What are our options for dealing with this?
- We would rather not use pools in a redundancy exercise, because we don't want to worry too many people. What are the risks if we don't use pools?
- A dyslexic employee claims she was ridiculed for making spelling mistakes in a presentation. Have we any exposure here?
- Our sales reps submit expenses for mileage but our system is quite easy to manipulate. Our Finance Director now thinks that fraudulent entries are a factor in the soaring cost of our expenses and wants to install car trackers. Can we?
- Joel has been absent without leave. I tried to contact him without success but spoke to his son who said he was off work due to a car crash. However Joel's colleague has now heard from him and he said he was not in hospital at all but in prison! Can we dismiss him?
- If employees want to opt out of auto enrolment do we still have to make employer contributions to their pension?
- An employee with 3 years' service wants to move into a different role. We are happy for him to do so, but can we have a probationary period and say that he can't go back to his old job if it doesn't work out?
- Sonia is struggling in her role. She has told you that she suffers with clinical depression, but has asked you not to tell anybody else. What are our obligations?
- We have interviewed a candidate for a role. She's ideal but told us she used to be an alcoholic. Can we offer her the role with the condition that if she ever consumes any alcohol again she will be immediately dismissed?
- If a prospective employee refuses to give his current, or most recent, employer as a named referee on the consent form, can we withdraw a job offer if it's already been accepted?





## Details and how to book your place?

- The cost for one delegate at any of the seminars is **£170 + VAT**.
- All courses are half a day, running from 09:30 and followed by lunch.
- All training materials, refreshments and lunch are included in the course fees.
- Please note payment must be received in advance of the event.

If you would like to book and pay on line for a place at any of the seminars simply visit the **Seminars and Workshops page** on our website.

Alternatively, send an email to [seminars@sherrardslaw.com](mailto:seminars@sherrardslaw.com) to request an invoice.

### Employment Law Latest 2018

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### Discounts for multiple bookings:



We offer significant discounts to bookings of 3 places or more at the seminars and workshops. Please email [seminars@sherrardslaw.com](mailto:seminars@sherrardslaw.com) for details.



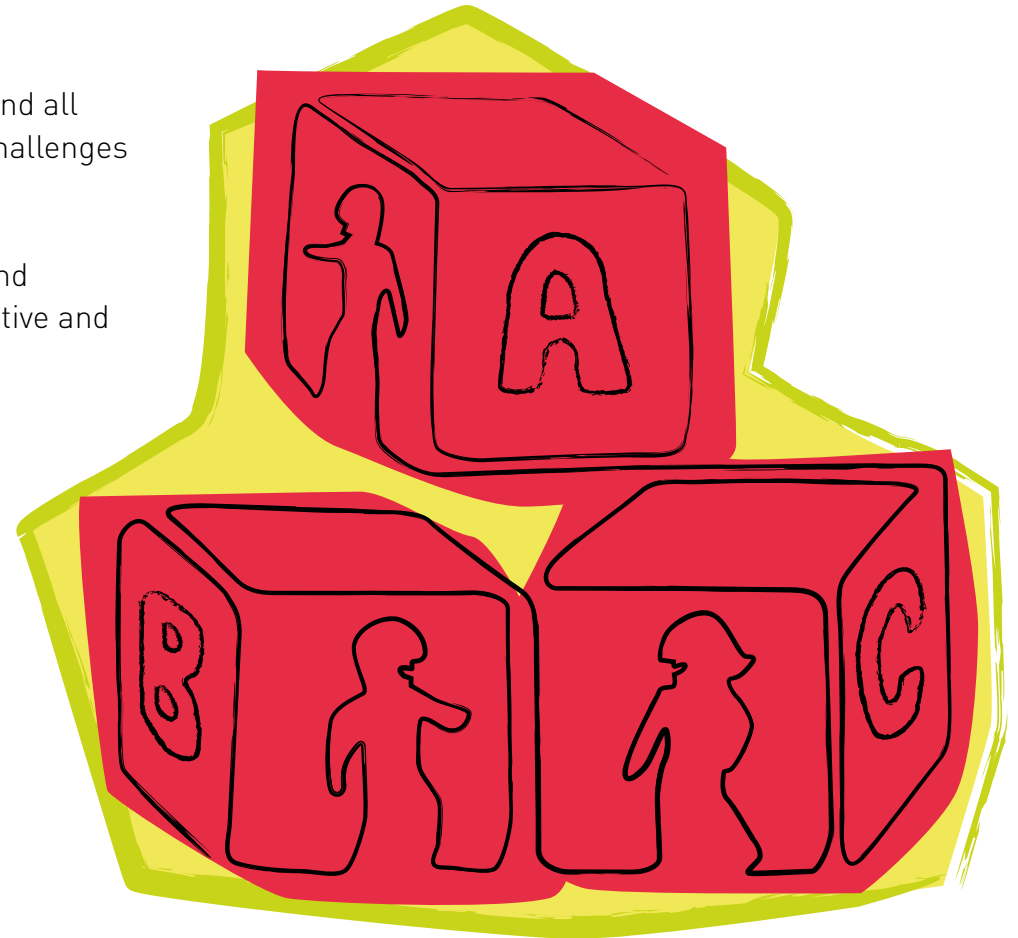
# In-House Training

As well as our annual seminars, we frequently run bespoke, in-house training courses on topics such as Resilience and Wellbeing, Recruitment, Equality and Diversity, Handling Investigations and Disciplinarys, Performance and Capability and Managing Sickness and Absence.

Our training is useful, enjoyable, accessible and competitively priced and all courses are created to fit your own business procedures, needs and challenges and to deliver an immediate impact to your employees.

Working with organisations such as The Royal Albert Hall, Emirates and Barnardo's we train and develop key members of staff through interactive and practical employment law and HR training programmes.

**Contact us today to find out more.**



# How to Guides - Employment Law Knowledge 24x7

Our comprehensive range of How to Guides covering key employment law topics are HR friendly, jargon-free and accessible 24x7. If you would like access to the complete range of guides they are available for only £300 plus VAT per annum. For more information call 01273 834120 or email [advice@sherrardslaw.com](mailto:advice@sherrardslaw.com)

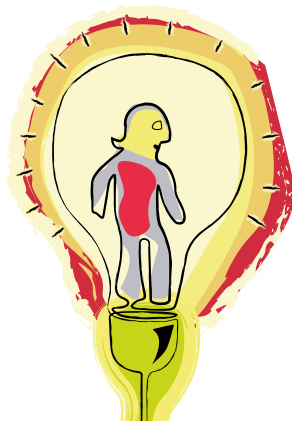
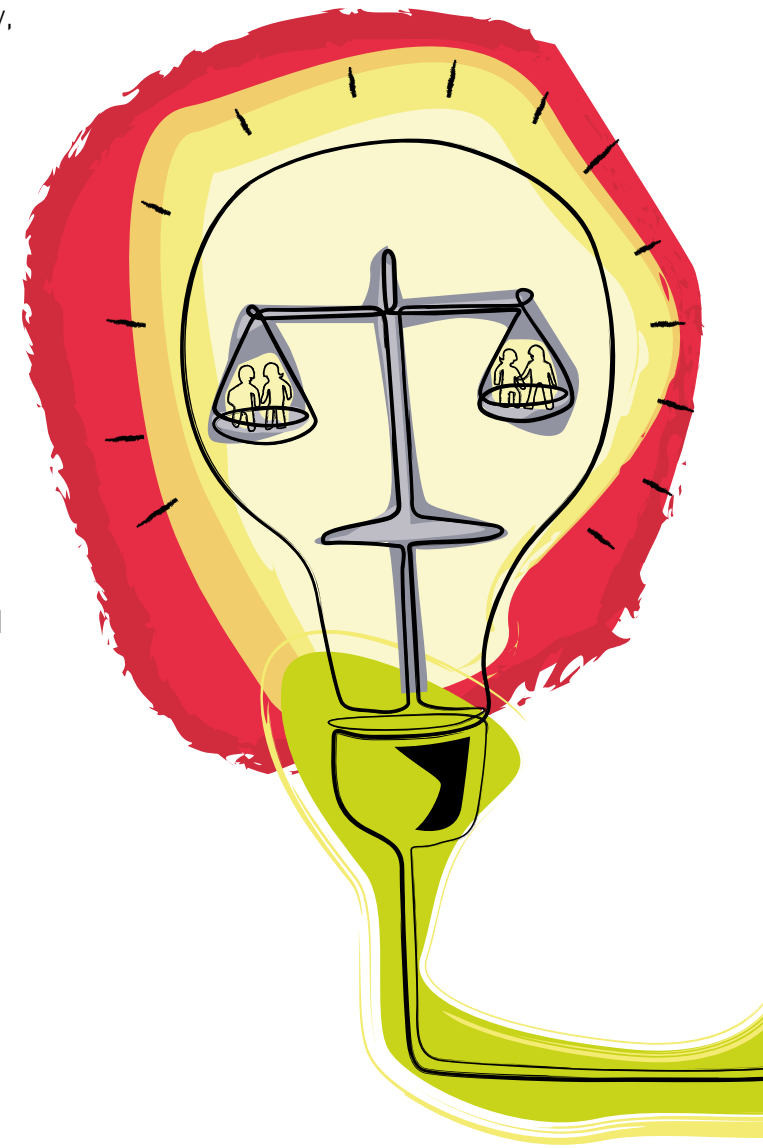
Topics include Flexible Working, TUPE, Collective Redundancy Consultation, Handling Disciplinarys, Recruitment, Sickness and Absence and many more.

You can also visit [www.sherrardslaw.com](http://www.sherrardslaw.com) to access our Redundancy Guide **free of charge**.

## Bakers' Dozen Policy Package

We also have a package of 15 key policies that organisations must have to keep them within the law. The complete package – our Bakers' Dozen – includes the following policies; Disciplinary, Grievance, Capability, Social Media, Equal Opportunities, Dignity at Work, Drugs and Alcohol, Health and Safety, Maternity, Paternity, Shared Parental Leave, Parental Leave, Attendance and Sickness, Redundancy and Anti Bribery.

The cost of signing up for our Bakers' Dozen is only £750 plus VAT – just £50 per policy! For further information please contact us today.



# The venues

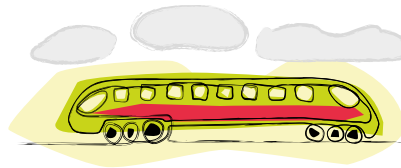
All our venues provide first class learning environments and have been selected for their excellent road, rail and air links.



## Sussex - South Lodge Hotel

One of the best conference venues in Sussex.

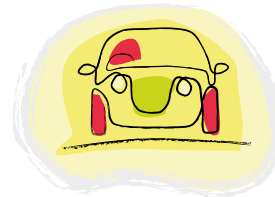
[Map/Directions](#)



## London - The Royal Automobile Club

One of London's finest venues combining years of tradition with superb business facilities.

[Map/Directions](#)



## Surrey - Camberley Heath Golf Club

An excellent conference venue in a very convenient location, close to the M3.

[Map/Directions](#)



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West Sussex BN6 9DB



01273 834120



[seminars@sherrardslaw.com](mailto:seminars@sherrardslaw.com)



[www.sherrardslaw.com](http://www.sherrardslaw.com)

# Why attend?

**Hear from those who have attended in the past:**

"A very insightful and interactive course. The presentations were relevant, interesting and kept everyone fully engaged!"

"Excellent content and very knowledgeable presenters."

"Balances the right content with key employment issues and would benefit all managers and HR professionals."

"There's always a strong focus on practicalities of the law in application to work situations."

"Great presentation style from all the presenters with lots of opportunities to ask questions and talk about real life examples. It was a really enjoyable and informative course."

"The team at Sherrards were excellent at getting the information and knowledge across. Overall the course was invaluable."

