Introduction To Employment Law

Duration

Half day or 1 day

Suitable For

Anyone who has responsibility for managing people or someone in an HR role looking to get a basic understanding of the legal principles involved in good Employee Relations.

Objectives

By the end of the course delegates will have :

- A basic understanding of the 7 key areas of Employment Law

- The confidence to apply that knowledge to common scenarios

- An appreciation of the risks involved in various people management situations

- The knowledge to judge when a situation becomes high risk and requires professional advice

- An understanding of the financial consequences of getting it wrong

- An enjoyable and interactive session !

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Course Overview

The aim of the course is to give delegates a basic understanding of the main aspects of Employment Law eg :-

- Employment Contracts
- Equal Opportunities and Discrimination
- Unfair and constructive dismissal
- Discipline and Grievance
- Absence Management and disability
- Redundancy (optional)
- Business Transfers (optional)

The workshop does not intend to create experts in these fields, but to provide an understanding and appreciation of the legal framework and risks involved in modern people management.

The workshop is themed around a team quiz that runs through the session. This provides a fun test of existing knowledge on each topic and the chance for delegates to share their own knowledge and experiences.

Each section is then concluded with input from the facilitator to fill the gaps.

A number of case studies are also presented which allow the delegates to work in groups, explore the theory and come up with what they think the outcome would or should have been. They are often greatly surprised !