

Who should attend

The seminar will be of great interest to trade unionists, employment lawyers, personnel and health and safety specialists, academics and students and those concerned with the development of public policy.

How to book

To reserve your place, complete the form below and send your cheque, made payable to IER.

CPD, NPP and EPP accreditation

This seminar counts for credit hours under the Law Society's Continuing Development Scheme and the General Council of the Bar's New Practitioners' Programme and Established Practitioners' Programme.

Additional Information

Details of nearby hotels are available from the office. Name changes are accepted up until the time of the event. Delegates who advise IER of their cancellation more than 15 working days in advance will receive a credit note with 10% deduction for administration.

How to get there

Nearest tubes: Russell Square, Goodge St and Tottenham Court Rd. Nearest stations: Kings Cross and St Pancras and Euston.

Cost

IER subscribers and members	£45.00
Trade unions	£60.00
Commercial	£120.00

Booking form

Please reserve ___ places at the Redundancy and the law seminar at £

Name _____

Address _____

email

Telephone _____

Organisation

Please invoice me/I enclose a cheque for £

Return completed form to IER, The People's Centre, 50-54 Mount Pleasant, Liverpool L3 5SD. Tel 0151 702 6925 Fax 0151 702 6935. office@ier.org.uk

redundancy and the law:

fear and economic uncertainty at work

a seminar

wednesday 8th July 2009

1:30pm – 4:15pm

at NUT Hamilton House, Mabledon Place,
London WC1H 9BD

organised by
The Institute of Employment Rights



about the seminar

Current redundancy law means that UK workers are among the cheapest to sack in Europe. At the BMW plant in Cowley, the management sacked four shifts, 850 temporary staff at an hour's notice, with no redundancy pay. How could it get to this?

When statutory redundancy pay was introduced through the Redundancy Payments Act 1965, the limit was set at twice the average weekly wage while coverage among workers was just short of universal (96 per cent.) Last year, less than half (40%) of the working population were covered.

In 2000, the Government changed the method of calculating the statutory limit from earnings to those in line with the retail prices index. In late March 2009, the RPI went below zero, which means that statutory redundancy pay is being reduced. This is why, in Lyndsey Hoyle MP's words, "*We need to reconsider and reword the legislation.*"

Hoyle's Statutory Redundancy (Amendment) Bill by introducing the link to earnings, as opposed to the RPI, would protect the value of statutory redundancy pay in the future.

It is clearer than ever before that the needs of workers – first to protection against arbitrary closures and second to adequate compensation should closure occur need to be reasserted. So what does the law say? What are the strengths and weaknesses and how should the law be improved? What can trade unionists do above and beyond the limitations of the legal framework?

programme

- 1:30 Registration
- 1:50 Introduction from Chair, Carolyn Jones, Director IER
- 2:00 Redundancy: the nuts and bolts of the law
Rob Smith, Thompsons Solicitors
- 2:30 Questions
- 2:45 Tea and coffee
- 3:00 Statutory redundancy pay and the private sector: the campaign for adequate compensation
Roger Jeary, Unite
- 3:30 Defending jobs, defending education – protecting staff from arbitrary closures in our universities
Matt Waddup, UCU
- 4:00 Discussion
- 4:15 Close

speakers

Roger Jeary is Director of Research at Unite the Union

Carolyn Jones has been Director of the IER since its inception in 1989

Rob Smith, Thompsons Solicitors

Matt Waddup is Head of campaigns, organising, recruitment and training at the University and College Union