

Who should attend

Trade unionists, employment lawyers working in support of trade unions, and academics and students with an interest in industrial relations and labour law.

CPD accreditation

All IER seminars and conferences attract 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. Delegates requiring CPD points may be charged an additional administration fee of £10 to cover costs.

Additional information

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.

Costs

	Full Price	Early Bird Discount (with upfront payment by cheque or online)
IER Subscribers	£80 per delegate	£75 per delegate
Trade Unions	£100 per delegate	£90 per delegate
Lawyers	£240 per delegate	£220 per delegate
Unwaged	£25 per delegate	

Please note: legal firms that subscribe to the Institute are entitled to one subscriber-rate place per conference.

Reduced prices can be negotiated for block bookings. Please telephone the office for further information 0151 207 5265

Bookings: 3 easy ways to pay

1. Website: go to www.ier.org.uk/events and look for this conference. To get your earlybird discount pay online using paypal.
2. Post: to get your early bird discount send a cheque with your booking form. Cheques are payable to IER, post to IER, 4th Floor, Jack Jones House, 1 Islington, Liverpool L3 8EG
3. Email: office@ier.org.uk to make your booking.

How to get there

Train: Lime St Station (British Rail) and Central Station (Merseyrail) are a five minute walk away. Bus: 500 from Liverpool John Lennon Airport to City Centre.

Booking form

Please reserve ___ places at the Liverpool ERRR conference at £ __ each

Name

Address

Email

Organisation

Please invoice me/I enclose a cheque for £

Return completed form to IER, 4th Floor Jack Jones House, 1 Islington, Liverpool L3 8EG, tel: 0151 207 5265, fax: 0151 207 5264, or email office@ier.org.uk

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The Enterprise and Regulatory Reform Act: impacts and effects

A one day conference
Wednesday 11th June 2014
9.30am to 3.30pm
Adelphi Hotel, Liverpool

Liverpool
#iererra



Organised by
The Institute of
Employment Rights

About the conference

The Enterprise and Regulatory Reform Act (ERRA) was given Royal Assent on 25th April 2013. This followed a period of consultation during which a number of organisations including the Institute, the TUC, various trade unions, individuals, politicians and peers all pointed out that the Bill would make work more dangerous and unfair for employees, as it included proposals to ‘overhaul’ the employment tribunal system, reduce state inspections of workplaces and make it easier to repeal regulations.

Most of the employment-related proposals with the ERRA were part of the Coalition’s Employment Law Review – the aims of which closely mirrored a report by venture capitalist and owner of payday loan company Wonga, Adrian Beecroft.

The Department for Business, Innovation and Skills stated that the Review aimed “to make evolutionary improvements to the labour market so it retains a flexibility and dynamism that benefits individuals, employers and the economy”, but it benefits mostly employers, is detrimental to workers, and – in some cases – seems to advantage nobody at all.

This conference will analyse the implications and effects of the ERRA on workers’ individual and collective rights. There are several issues of concern: changes to employment tribunals including the introduction of fees; the reduction of compensatory awards; the ability of judges to sit alone without the presence of lay members and an increased role for ACAS without any increase in their resources.

There is also a new duty for workers to prove that disclosure (whistleblowing) is in the public interest. And, various changes to health and safety law and regulation, including the abolition of the long-standing civil liability of employers for their staff’s health and safety in the workplace. This means that workers who are injured at work – and the families of the deceased, killed at work – will have to prove that their employer was in breach of health and safety regulations. Currently, the burden of proof falls on the employer to prove they were not negligent and the accident was unavoidable.

The conference will provide the latest and most up to date information on the law, and its interpretation and will consider the implications and effects of the new legislation, and most importantly, what workers and trade unions can do to continue to protect workers’ rights and freedoms.

Programme

- 9.30 Registration
- 9.50 Welcome from Chair
Carolyn Jones, Director of IER
- 10.00 ERRA: an overview
Paul Scholey, Morrish Solicitors
- 10.30 ERRA from an employment law perspective
Simon Gorton, Old Square and Atlantic Chambers
- 11.00 Questions and discussion
- 11.15 Break
- 11.30 Early conciliation: an opportunity or a threat?
Two perspectives
Bernie Wentworth, Thompsons Solicitors
Peter Monaghan, ACAS North West Area Director
- 12:30 Questions and discussion
- 12:45 LUNCH
- 1.45 Whistleblowing reforms: are whistleblowers better protected?
Catherine Hobby, University of East London
- 2:15 The relentless reform of health and safety
Steve Tombs, The Open University
- 2:45 Reform and regulation: an overview from the TUC
Hannah Reed, TUC
- 3:15 Questions and Discussion
- 3:30 Close