#### 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

Euston or Kings Cross tube or mainline stations.

# **Booking form**

20014119101111
Please reserveplaces at the London ERRA conference at $\pounds$ each
Name
Address
Email
Organisation
Please invoice me/I enclose a cheque for $\pounds$
Return completed form to IER, 4th Floor Jack Jones House, 1 Islington, Liverpoo
L3 8EG, tel: 0151 207 5265, fax: 0151 207 5264, or email office@ier.org.uk

# The Enterprise and Regulatory Reform Act: impacts and effects

A one day conference Tuesday 15th July 2014 9.30am to 3.30pm UNISON, 130 Euston Road, London NW1 2AY





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# 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
	${\it Carolyn Jones}, {\it Director of IER}$
10.00	ACAS in wonderland: making sense of nonsense
	Roger Seifert, Professor of Human Resource Management and Industrial Relations
10.30	0.0002.000000.0002.000000000
10.30	Early conciliation: an opportunity or a threat?  Rakesh Patel, Thompsons Solicitors
11.00	Questions and discussion
11.15	BREAK
11.30	Settlement Agreements and the impact of ERRA
	on unfair dismissal claims
	Elizabeth Stephenson, Pattinson and Brewer
12:00	ETs: making claims 'tribunal friendly'
	Simon Cheetham, Old Square Chambers
12:30	Questions and discussion
12:45	LUNCH
1.45	The relentless reform of health and safety
	Steve Tombs, The Open University
2:15	Whistleblowing reforms: are whistleblowers better protected?
	Catherine Hobby, University of East London
2:45	Reform and regulation: an overview from the TUC
	Hannah Reed, TUC
3:15	Questions and Discussion
3:30	Close