

Who should attend

The seminar will be of great interest to trade unionists, employment lawyers, personnel 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, to Institute of Employment Rights, The People's Centre, 50-54 Mount Pleasant, Liverpool L3 5SD. Tel 0151 702 6925; fax 0151 702 6935; office@ier.org.uk

CPD, NPP and EPP accreditation

This seminar counts for 2 hours under the Law Society's Continuing Development Scheme and the General Council of the Bar's New Practitioners' Programme and Established Practitioners' Programme

How to get there

Nearest stations are: Kings Cross and St Pancras (tube and British Rail)

Cost

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

Booking form

Please reserve _____ places at the Grievance and Disciplinary Procedures & Employment Tribunal Rules: fairness or fudge? Seminar at £

Name _____

Address _____

email _____

Organisation _____

Please invoice me/I enclose a cheque for £

Return completed form to IER, The People's Centre, 50-54 Mount Pleasant,
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grievance and disciplinary procedures & employment tribunal rules:

fairness or fudge?

a seminar

wednesday 13 june 2007
1.30pm to 4.15pm

at the UCU Conference Centre,
Britannia Street
London WC1

organised by
the Institute of Employment Rights

about the seminar

In October 2004 a new statutory 3-step grievance and disciplinary procedure was introduced, with the stated objective of reducing the number of cases pursued to an Employment Tribunal. Then in 2005, new Employment Tribunal Rules and Procedures were introduced, increasing the time limits for submitting applications to Employment Tribunals in the hope that more grievances would be settled at workplace level.

Despite these changes, the number of claims grew and over 100,000 workplace disputes went to Tribunal in 2005/06, with unfair dismissal accounting for the largest number of claims. All the evidence suggests that current confusion means that too many workers still experience difficulties in their search for workplace justice.

In a new attempt to clarify and simplify the procedures, again based on a desire to reduce the number of grievances reaching Tribunal, the DTI announced a "root and branch" review of Government support for resolving disputes at work. Michael Gibbons was appointed to undertake such a Review and his findings were published in early March 2007. Informed by the Review's findings, the government is now consulting on how to reform the procedures.

- So what are the problems associated with the current system of grievance and disciplinary procedures?
- How are unions dealing with the three-step procedure and what tips can they offer on how to ensure members get the best out of the procedures?
- What does the Gibbons Review recommend, how has it informed the DTI Consultation and when are the government's reforms likely to be implemented?

These and other questions will be addressed by an expert panel of speakers – all with hands on knowledge of the current procedures and an understanding of how the procedures are likely to change. For trade union representatives, having the new procedures in place at an early stage and understanding how the procedures will work is essential for reducing stress at work.

programme

- 1:30 *registration*
- 1:50 Welcome from Chair, *Carolyn Jones*, IER
- 2:00 Resolving individual disputes in the workplace - an overview, *Ron Woods*, ACAS
- 2:30 How the procedures affect the nature of fairness at work, *Roger Seifert*, Keele University
- 3:00 *tea and coffee*
- 3:15 The Procedures and recent casework, *Iain Birrell*, Thompsons
- 3:45 Discussion
- 4.15 *close*

speakers

Iain Birrell is Team Manager in the Employment Rights Unit at Thompsons Solicitors.

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

Roger Seifert is a Professor of Industrial Relations and Director of the Centre for Industrial Relations at Keele University.

Ron Woods is Assistant Director - Individual Conciliation Policy at ACAS.