

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 1.5 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 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 Information and Consultation: Spreading the Word seminar at £

Name _____

Address _____

email _____

Organisation _____

Please invoice me/I enclose a cheque for £

Return completed to IER, The People's Centre, 50-54 Mount Pleasant, Liverpool L3 5SD. Fax 0151 702 6935.

**THE
INSTITUTE
OF
EMPLOYMENT
RIGHTS**

Information and Consultation: Spreading the Word

a seminar

Wednesday 14th May 2008

1:30- 4:15pm

at the UCU Conference Centre,
Britannia Street, London WC1



Organised by
the Institute of Employment Rights

about the seminar

The Information and Consultation of Employee Regulations 2004 came into force on 6th April 2005. The Regulations implement the European Information and Consultation of Employees Regulations of 2002. As with most European rights, the UK decided to implement the changes slowly and in stages, covering companies with 150 employees in 2005, 100 employees in 2007 and finally 50 employees in April 2008.

Under the Regulations, employers must enter into negotiations with employee reps on an ICE agreement if at least 10% of employees (with a minimum of 15 staff) request such an agreement. Failure to respond can lead to a CAC decision against the company and a request for compensation to the Employment Appeal Tribunal. In 2007, following a case taken by AMICUS, the EAT awarded the union £55,000 in compensation against the company's repeated failure to inform and consult its workforce.

Given the lack of information and consultation enjoyed by UK workers, why are the Regulations not used more often? To date unions have been unsurprisingly cautious about the Regulations, preferring instead to use the traditional method of collective bargaining and union negotiation to discuss workplace issues. Nevertheless it is important to be aware of the possibilities and problems associated with the Regulations such as:

- How is the statutory right to be informed and consulted triggered?
- What is a "pre-existing agreement" and who can negotiate one?
- Who is responsible for the balloting arrangements?
- What subject matters are covered by the Regulations?
- How are the Regulations enforced?
- Do the Regulations compliment or conflict with existing recognition arrangements?

This seminar aims to address these issues and provide trade unionists with the tools to remain at the forefront of workplace consultations.

programme

- 1.30 Registration
- 1.50 Introduction from Chair
Carolyn Jones IER
- 2.0 The 2004 Regulations - inadequacies and contradictions
Roger Welch, Portsmouth University
- 30.30 Voices from the shopfloor- Information and Consultation: Working with the Regulations.
Simon Sapper CWU
- 3.00 Tea and Coffee
- 3.15 Recent casework and the role of works councils
Richard Arthur, Thompsons
- 3.45 questions and discussions
- 4.15 close

Speakers

Richard Arthur, Thompsons
Carolyn Jones IER
Simon Sapper CWU
Roger Welch, Portsmouth University