

Employment Breakfast Briefings 2012

Times: 08:45 (for 09:00 start) to 10:30

Venue: Eagle Court, 6-7 St John's Lane, London, EC1M 4BG

RSVP: to events@kingsleynapley.co.uk

When you're juggling constant demands and daily challenges, it's often difficult keeping up with the evolving changes in employment law, adding strategic value to the business, let alone taking time out to reflect on conundrums and share learning experiences with your peers.

Our programme of Employment Breakfast Briefings provides you with a forum, where you can meet other senior HR professionals and business owners from various industries and discuss best practices around issues that affect you and your business.

The employment team will share their insights and practical application of the issues and there will be opportunities for participants to discuss the topic in the context of their own organisations and around case studies.

To request your free place(s) at the events, please email us at events@kingsleynapley.co.uk with your details and the event(s) you would like to attend. Places are subject to availability.



Social Media and Data Protection – Safeguarding Business Interests

The area of social media is still surrounded by uncertainty in an employment context. At this session, we will provide an overview of current data protection legislation, in principle and practice, including guidance on:

- setting appropriate guidelines for employees' use of social media sites for business purposes;
- how to deal with employees misusing social media;
- how to prevent employees misusing confidential information - and what to do if they have; and
- how to comply with your business' data protection and privacy obligations to clients, employees and third parties.

We will discuss real life examples and how we have helped clients deal with these issues.



Employment Law Reform – What's on the Horizon?

Substantial change in the field of employment law is expected in light of the Government's strategy to "cut red tape" and simplify the laws for employers to encourage them to recruit.

Changes range from proposals to raise the unfair dismissal qualification period, to introducing standard wording for compromise agreements, judges sitting alone in unfair dismissal cases, introduction of fees to initiate proceedings before the Tribunal, "protected conversations", and new proposals for TUPE and collective redundancies.

We will debate all these changes and those anticipated in the coming months and look at how they will affect your business and what preparatory changes you can make now.



Managing Performance Issues in the Workplace

We will look at how to deal with one of the knottiest HR problems in the workplace, performance management, from a practical perspective. We will explore issues such as:

- performance management and unfair dismissal - conducting fair performance management processes;
- whether it is better to manage out or pay off;
- having “without prejudice” discussions with underperformers;
- practical approaches to improve performance and manage underperformance;
- the differences between capability versus conduct; and
- the latest in Government thinking in this area.



Dealing with Dishonesty, Fraud & Bribery

This session will cover how to put effective control systems in place to minimise the opportunity for criminal behaviour in the workplace and how to deal with it swiftly and effectively, while preserving the

necessary evidence and avoiding adverse PR. Specifically, we will look at the following practicalities:

- how best to conduct your internal investigation process;
- preserving confidentiality;
- understanding the criminal offences involved and your potential liability as the employer;
- when and why to involve the police;
- obligations to professional regulators;
- understanding drivers behind this type of criminal behaviour to help reduce future occurrences; and
- handling the fallout from a PR perspective.



Managing a Tribunal Claim Effectively

We will provide you with the tools to effectively manage the preparatory steps for a Tribunal hearing to maximise your chances of winning your case including:

- receiving a claim - time limits, jurisdiction and other technicalities;
- drafting your response - making your case persuasive;
- having a plan - strategy and tactics, to fight or settle;
- the process - preliminary hearings and standard directions;
- managing documents - privilege, disclosure and bundles;
- witness statements - relevance and style - identifying the issues and presenting a compelling narrative; and
- trials without tears - preparation and presentation.

As part of this, we will share examples from the Employment Tribunal, EAT and individual experiences.



Review of the Top 5 Milestones in Employment Law in 2012

As we look back at 2012, we review the top 5 legislative changes and landmark cases in the complex and ever changing area of employment law.

We will focus on the resulting changes your business needs to make to minimise your potential exposure to employment claims in the coming year in view of these cases and other upcoming legislative changes in 2013.

We will conclude the event with an Employment Law Surgery session, where you will have the unique opportunity to raise any employment law issues you are currently facing with one of our employment lawyers.

The employment team:

Richard Fox (partner and practice area leader), Adrian Crawford (partner), Andreas White (partner), Michelle Chance (partner), Martin Pratt (senior solicitor), Jennifer Bartlett (associate), Amy Griffiths (solicitor), Jennie Stebbings (solicitor) and Moira Campbell (solicitor).

For up to the minute insight on employment law issues go to our blog at:
<http://www.kingsleynapley.co.uk/blog/category/employment>

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Kingsley Napley is an internationally recognised law firm based in central London. Our wide range of expertise means that we can provide support for our clients in all areas of their business and private life. Many of our lawyers are leaders in their field and our practice areas are highly ranked by the legal directories.

We are known for combining creative solutions with pragmatism and a friendly, sensitive approach. The relationship between lawyer and client is key. We work hard to match clients with lawyers who have the right mix of skills, experience and approach in order to achieve the best possible outcome.
