

FAREHAM

BOROUGH COUNCIL

Report to the Executive Member for Policy, Strategy and Finance for Decision

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| Portfolio: | Policy, Strategy and Finance |
| Subject: | Attendance at Seminar – SEE Employment Law Update |
| Report of: | Director of Regulatory and Democratic Services |
| Strategy/Policy: | |
| Corporate Objective: | |

Purpose:

This report seeks approval for the Deputy Executive Leader, who is also Fareham Borough Council's representative to South East Employers (SEE), to attend South East Employers Law Update Seminar, to be held on 3rd October in Winchester.

Executive summary:

The next annual SEE Employment Law Update will be held on 3rd October 2013 at the SEE Offices in Winchester.

The day will cover the latest changes to employment legislation, as well as a case law update. Attendees will be invited to discuss the employment law issues relevant to them in their councils, and also to network with colleagues who are facing similar issues and challenges.

Key topics to be covered in this update will include:

Recent Changes

Reform of the Tribunal System: How is the introduction of tribunal fees impacting on the number of claims being brought and what difference has been made by the new rules of procedure? What additional plans for Tribunal reform are still being considered by the government?

Settlement Agreements: What are the new rules on settlement agreements and how will these affect an employer's ability to negotiate an agreed exit for an employee?

TUPE: The government has consulted on some important changes on TUPE. By October we should know what the changes will be so this session will bring you up-to-date and explain the implications for local authorities.

Unfair Dismissal: There have been some important unfair dismissal claims and cases in recent months involving unproven allegations of criminal conduct. We will cover the latest developments.

Discrimination and Equal Pay: This session will include new case law on victimisation, local government equal pay claims and the scope of the duty to make reasonable adjustments.

Redundancy Consultation: Following recent changes to the law on consultation requirements for collective redundancies, and an important case concerning dismissals spread over a number of establishments, this session will consider the implications for current redundancy programmes.

Future Changes

Early Conciliation: Due to be introduced in April 2014. How will the proposals work in practice and what will happen when conciliation is unsuccessful?

Flexible Working: The government proposes to extend the right to request flexible working to all employees from Spring 2014. We will consider the latest proposals, including the removal of the statutory procedure for considering requests and the introduction of a new duty to consider all requests in a reasonable manner.

Flexible Parental Leave: These changes are due in 2015. These will be important changes for employers to consider and this session will provide you with details of the latest proposals in respect of the proposed new system to allow parents to choose how they share the care of their child during the first year after birth.

The day will be facilitated by David Maycock and Michelle Biggs (Employment Relations Consultants at SEE).

Recommendation:

That approval is given for the Deputy Executive Leader, who is also Fareham Borough Council's representative to South East Employers (SEE), to attend South East Employers Law Update Seminar, to be held on 3rd October in Winchester. .

Reason:

The event is aimed at both HR staff and other managers who have a remit for employment law and people management issues in local authorities, Parish and Town Councils and also Elected Members with portfolio responsibility for, or an interest in HR.

Cost of Proposals:

The cost for attendance at the seminar is £95; travel and appropriate subsistence costs would also be payable.

The costs can be met from within existing budgets.

Risk Assessment:

There are no significant risks in relation to the Deputy Executive Leader, who is also Fareham Borough Council's representative to South East Employers, attending this meeting.