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Legal advice for life and business

# Employment Conference

**Nottingham**

3 October 2023

09:00 - 14:00



# Employment Conference

**3 October 2023**

At this Employment Conference our team of Employment and Immigration law specialists will put on a series of sessions to cover the latest developments impacting HR professionals, including some scenario based case studies, to ensure you leave feeling up to date and aware of key issues to be tackled in the workplace.

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## Agenda

- 09:00 Registration and refreshments
- 09:25 Welcome and introduction
- 09:30 Case law update
- 10:15 Managing sickness and return to work
- 11:00 Break
- 11:20 Immigration - Sponsorship and Compliance update
- 11:50 Employment Tribunal - tips and tactics
- 12:30 TUPE update
- 13:00 Ask the Experts - Q&A
- 13:15 Networking lunch
- 14:00 Close



## Case law update

### Round up of key cases and what is on the horizon

It is safe to say that the Tribunal system is currently creaking at the seams and we are seeing long delays in claims getting listed for hearing, due to the backlog of claims in the system.

What is causing the increased number of claims and what key decisions have been handed down recently that HR professionals and employers need to be aware of?

The Government has also confirmed new legislation on family friendly issues and flexible working, so what should employers be doing now in readiness for this?

In this session we will update you on:

- Key case law and recent decisions of note
- Legislative updates
- Horizon scanning



Ewan Carr  
Legal Director - Employment  
Shakespeare Martineau





# Managing sickness absence and returning to work

Managing issues caused by sickness absence, both long term and short intermittent absence, is still one of the most common requests for support that we receive from our clients, and the issues arising can be significant.

Not only is there the impact on productivity at work and burden on colleagues covering the sickness absence, risks for employers include the need to get medical evidence, to consider if reasonable adjustments are needed and the increasing number of claims around disability discrimination.

In this session we will cover:

- Sickness in the workplace - scenario
- Key issues arising, including disability discrimination considerations
- The importance of the return to work discussion
- The difference between long term and short term sickness absence management



Oscar Ciaurro  
Associate - Employment  
Shakespeare Martineau



Neelam Powar  
Solicitor - Employment  
Shakespeare Martineau



# Immigration update and compliance requirements

The need for employers to keep up to date on immigration law requirements, remains as important as ever, especially with the Government constantly updating requirements and guidance.

Likewise, employers need to know what they need to do to facilitate sponsorship licences for workers from overseas, and also dealing with compliance requirements, particularly around right to work checks.

In this session, our specialist immigration lawyer will update you on:

- Latest visa sponsorship requirements
- Right to work checks - best practice
- Compliance issues and tools to assist
- Changes on the horizon



Calum Hanrahan  
Solicitor - Employment  
Shakespeare Martineau



# EMPLOYMENT TRIBUNAL

## Preparing witnesses for Employment Tribunal

With the potential reduction in service required for unfair dismissal protection back down to 12 months (if there is a future change of Government), there is unlikely to be any reduction in the number of Tribunal claims coming through the system. In fact, the numbers are likely to increase.

As such, are you aware of how best to prepare defences to Tribunal claims and the key issue of witness evidence?



Rhys Wyborn  
Partner - Employment  
Shakespeare Martineau



Ewan Carr  
Partner - Employment  
Shakespeare Martineau

Witness evidence is crucial in any Tribunal claim, and witnesses need to be credible and reliable, when looking to persuade an Employment Judge to prefer their evidence over that of a Claimant.

In this session we will update you on:

- Best practice when responding to a Tribunal claim
- The importance of witness evidence
- Ensuring witnesses are fully prepared for the Tribunal process



# | TUPE update

Identifying when a TUPE transfer occurs and the steps that need to be taken to inform and consult the impacted individuals, remains a key issue in the workplace.

Case law continues to develop in this area, and it is important for employers to be aware of the key requirements arising upon a TUPE transfer, whether this be for a business transfer or change of service provider.

In this session we will update you on:

- When do TUPE transfers arise
- What are the information and consultation requirements
- Key TUPE case law and recent decisions of note
- Top tips for dealing with TUPE matters



Danielle Lister  
Partner - Employment  
Shakespeare Martineau





## How to book

### Who should attend

HRDs, HR professionals, business owners and professionals with people responsibilities

### Venue

Cleaver & Wake, The Island Quarter,  
1a The Great Northern Close,  
Nottingham NG2 3JL

[Click here for directions](#)

### Date and time

3 October 2023  
09:00 - 14:00

### Cost

There is no cost for attending this event, but places are limited and advance booking is required.

### Sustainability

We work with venues and suppliers that help us lower the environmental impact of our events.

For more information about our Employment Conference, please contact:

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