

Thursday 13th May 2010
Hilton Hotel, Lanyon Place, Waterfront, Belfast



NI and Irish Employment Law: A Comparison



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NI & Irish Employment Law: A Comparison

What is this Event About?

Many organisations have employees in both Northern Ireland and the Republic of Ireland. A common misconception is that employment law in both jurisdictions is broadly similar. In fact in many areas the law relevant to the workplace (including redundancy and lay-off entitlements) is very different.

What are the Event Objectives?

Extended from a half to a full day due to customer demand, this event is designed to consider and compare the key components of employment law in Northern Ireland and the Republic of Ireland. The speakers are renowned employment law experts with experience of employment laws in both jurisdictions. The notes are extensive and comprehensive. (Group case studies, Q&A and a comparative employment law quiz will help reinforce learning.)

Who Should Attend?

- It will suit all those in HR and management who need knowledge of employment law in both jurisdictions, as well as NI-based solicitors who need an appreciation of Republic of Ireland laws

Duration ~ Date ~ Location

Full Day Event: 9.30am - 4.30pm

Thursday 13th May 2010

Hilton Hotel, Lanyon Place, Waterfront, Belfast

Speakers

Ciara Dooris ~ Tughans, Belfast and Derry/Londonderry
Ciara is a Partner in the employment law team of Tughans Solicitors. Ciara has experience in employment law in both Northern Ireland and the Republic of Ireland having worked in the employment Department of a leading Dublin law firm from 2002 until January 2007, prior to joining Tughans employment law team.

Paul Joyce ~ Free Legal Advice Centre, Dublin
Paul was called to the Irish Bar in 1984. He works as a researcher/trainer and advice worker at FLAC (Free Legal Advice Centre) Dublin. He was a part-time lecturer in employment law on Human Resource Management courses in the Dublin Institute of Technology from 1990 to 2003.

Supported by



Programme

9.30am **Introduction – Setting the scene and what to expect from the day**

A simultaneous outline of employment laws in each jurisdiction under key headings.

9.45am **Session One: Employment law basics in both jurisdictions**

An overview of the laws that govern the employment relationship including: recruitment, the contract of employment and variation of the contract of employment, minimum wage, hours of work, notice, annual leave, public holidays, notice periods, sick leave, pension, part-time, fixed term and agency work.

10.30am **Break and Networking**

11.00am **Session Two: Employment Equality**

An explanation of the respective legislative provisions in each jurisdiction in the area of employment equality with an emphasis on the key differences between them.

11.45am **Q&A and Case Study One (in the area of employment equality)**

A case study designed to reinforce the differences and key factors to watch out for in a sexual harassment claim.

12.15pm **Session Three: Unfair Dismissal**

Termination of employment is a key area of employment law and this session will outline the elements in each system, with particular emphasis in the current climate on redundancy and alternatives to redundancy.

1.00pm **Lunch and Networking**

2.00pm **Q&A and Case Study Two (in the area of unfair dismissal)**

Could you advise your employer or client on how to handle a constructive dismissal claim across the border?

2.30pm **Session Four: Protective Leave in both Jurisdictions**

An overview of the similarities and differences in the various types of leave in both jurisdictions including maternity leave, adoptive leave, paternity leave, parental leave, carer's leave, force majeure leave and requests for flexible working.

3.00pm **Session Five: Employment Forums in both Jurisdictions**

Unravelling the question of which law governs the contract of an employee and who hears complaints in relation to an employee who may work in both jurisdictions, together with an overview of the bodies that hear complaints/prosecute offences/assist in resolution of disputes in both jurisdictions.

3.30pm **Break and Networking**

3.45pm **Q&A and Comparative Employment Law Quiz**

This quiz will pose a series of questions designed to tease out the delegates' knowledge and understanding of differences in legislation and practice between the two jurisdictions

4.30pm **Close**



Tughans
SOLICITORS

Event ~ Date ~ Location

NI & Irish Employment Law: A Comparison Thursday 13th May 2010 ~ Hilton Hotel, Lanyon Place, Waterfront, Belfast

Your Details

Title (Mr, Mrs, Ms etc) _____ Name _____

Job Title _____

Organisation Name _____

Organisation Address _____

Postcode _____

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Cost per delegate for this Programme

Special Offer Rate of £267.20 +VAT

This offer is not available for online bookings.

Method of Payment

Cheque (payable to Legal-Island).

Please indicate if you have any special dietary, learning or access requirements.

Terms & Conditions

A place will be confirmed via email on receipt of this signed booking form, which creates legally binding obligations for both parties irrespective of attendance on the day.

Please complete one form per delegate in capital letters. Please ensure a purchase order number is indicated if necessary. For collection of payment it is necessary to provide us with a contact name and number of your accounts payable department.

Cancellations/Amendments

Cancellations will incur the following charges
Over 28 days 15% of course fees
15-28 days 50% of course fees
1-14 days 100% of course fees.

Cancellations must be received in writing prior to the event. Substitute delegates can be used and names changed on the day. No transfer to future events is permitted.

Please note an admin charge of £50 is applicable for any permitted changes to bookings once confirmed including change of delegate name, re-invoicing or issuing of credit notes.

Please note that the content for each event published here is meant as a guide only and is subject to change. We reserve the right to amend a programme or cancel an event at any time for whatever reason.

A certificate of attendance is provided within ten days of the event, which may be used to obtain CPD points where applicable.

For full terms and conditions please check online at www.legal-island.com

Signature Accepting Terms of Booking



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