

# Programme of Events Spring 2012



A series of events designed to help you keep in touch with the latest changes in employment law and more.

## **Essentials of Employment Law**

Thursday 29th March ~ Clarion IFSC, Dublin

## **Employment Laws in the Public Sector**

with McCann FitzGerald Solicitors

Thursday 29th March ~ Clarion IFSC, Dublin

## **Dealing and Negotiating with Employee Representatives**

Thursday 26th April ~ Radisson Blu Royal Hotel, Dublin

## **Internal Mediation: Resolving Workplace Disputes**

**Day One** Thursday 26th April ~ Radisson Blu Royal Hotel, Dublin

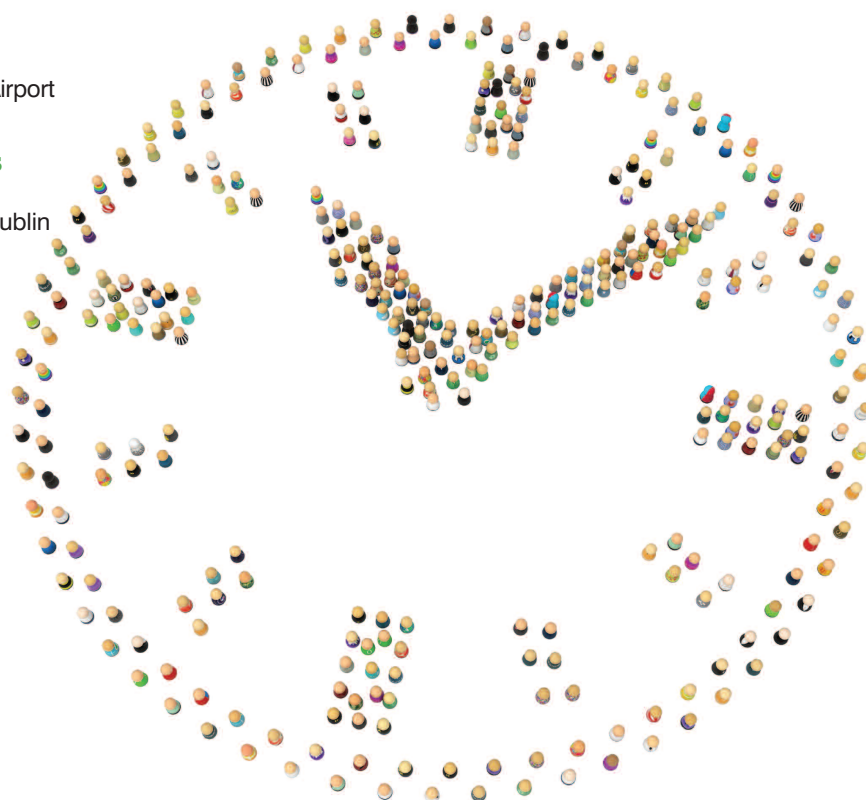
**Day Two** Wednesday 16th May ~ Radisson Blu Hotel, Dublin Airport

## **Creating Confident Managers Through Effective Conversations**

Wednesday 16th May ~ Radisson Blu Hotel, Dublin Airport

## **Transfer Regulations: A Legal Update with Practical Exercises in a Commercial Framework**

Wednesday 23rd May ~ Radisson Blu Royal Hotel, Dublin



We are delighted to present our programme of events for Spring 2012. Once again we have teamed up with leading legal and HR experts to address key developments relevant to today's workforce in Ireland.

Early Bird Offers Apply **Save up to €75**

**Hurry!** Places are limited

## Our Promise to You

We've teamed up with some of Ireland's most qualified and experienced employment lawyers and trainers to bring you the very best in full legal events and practical workshops on employment law and more. There are two-day and one-day events, taking place at various locations, convenient for those travelling from all over Ireland.

- If you are just moving into employment law or need an update on the main components, then our **Essentials of Employment Law** event is ideal for you.
- If you work within the public sector you'll understand that there have been major changes relevant to employment law. Our **Employment Laws in the Public Sector** event is facilitated by leading Dublin law firm, McCann FitzGerald, that advises some of Ireland's biggest state sector employers. Specific issues will be addressed in question and answer sessions throughout the day.
- **Dealing and Negotiating with Employee Representatives** is an interactive workshop based around a change process facilitated by three experts, Niall Saul, Executive Chairman of Symbio HR; John Horgan, a former Chairman of the Labour Court; and Emmet Barrett from Corporate Communications experts, Keating & Associates.
- Our **Internal Mediation** course is suitable for all HR and Line Managers wishing to develop their workplace mediation skills and understand the workplace mediation process in more detail.
- The objective of the **Confident Managers** workshop is to equip you with the necessary skills to handle potentially difficult conversations at work effectively, to resolve conflict at work and to negotiate successfully with customers, suppliers or employees.
- Organisational mergers and transfers are very common in this challenging economy. **Transfer Regulations: A Legal Update with Practical Exercises in a Commercial Framework**, which we are running in association with Hayes Solicitors, is structured to reinforce learning on legal developments with workshop-style group exercises.

## 5 ways to book

### 1 Online

[www.legal-island.ie](http://www.legal-island.ie)

### 2 Fax

01 4013894

### 3 Mail

Legal-Island,  
International House,  
Tara Street, Dublin 2

### 4 Email

[events@legal-island.com](mailto:events@legal-island.com)

### 5 Telephone

01 4013874



For the latest information on the full Legal-Island programme for 2012 please go to [www.legal-island.ie](http://www.legal-island.ie)

## Employment Law Up-Date Service

Do you struggle to keep up-to-date with the fast changing world of employment law? New case law and new legislation means new risks as you manage your workforce in increasingly difficult times...

In today's tough business environment keeping abreast of legal developments relating to the workplace can be a daunting task. But it has never been more essential as organisations have to take difficult decisions concerning lay offs, pay cuts, reduced hours, redundancy, and restructuring any one of which has the potential to generate costly and lengthy litigation.

This email service is designed to keep subscribers apprised of important developments that will help them stay on the right side of increasingly complex laws regulating the workplace. The emails are written by top law firms in Ireland and leading specialists on employment law.

Each email is clearly and concisely written and usually accompanied by links to supplementary material on the internet – ideal for the busy person advising on employment issues. Hundreds of organisations, small and large, now benefit from this service.

With prices averaging as little as €3.20 per week this service remains the best way of keeping on top of legal developments that, if missed, might cost your organisation €1,000s.

### Benefits of the Email Service

- An average of two emails delivered straight to your inbox every week.
- Emails written by highly experienced employment lawyers from Ireland's top legal practices.
- Emails formatted and written in a manner to be easily digested by busy professionals.
- Subscribers receive free online access to archive of past emails dating back more than five years.

### Content of Email Service

- First Tuesday – On the first Tuesday of each month MOP answers a selection of questions sent in by subscribers.
- Regular reviews of the latest Employment Appeals Tribunal cases from Eversheds.
- Monthly reviews of latest Equality Tribunals cases.
- Updates on new employment legislation and Directives from Europe.
- Regular reviews of topical workplace issues and legal considerations from firms such as RDJ, William Fry, McCann FitzGerald, LK Shields, Comyn Kelleher Tobin, Crowley Solicitors and more.

Early Bird Offers Apply **Save up to €75**

**Hurry!** Places are limited

**Book and pay online to save an additional €20**

## Essentials of Employment Law

Thursday 29th March ~ Clarion IFSC, Dublin  
Full Day Event from 9:30am - 4:30pm

### What is this event about?

With so many changes taking place in today's workplace, an understanding of core employment laws is now more essential than ever before. This best-selling, extensive full day course, delivered by highly trained and experienced legal professionals, is designed to give all participants a thorough grounding in the main components of employment law in just one day.

### What are the learning outcomes?

As a result of attending this event you will:

- Obtain an overview of all key components of employment law.
- Find out the key legislation relevant when employing staff.
- Learn key tips from highly experienced lawyers on how to keep on the right side of the law whilst allowing for effective management of staff.
- Find out how to be pro-active and avoid issues that commonly land employers in difficulties.
- Receive practical advice on how to devise workplace policies and procedures that are clear, fair and unlikely to be found wanting before a tribunal.
- Learn about the laws you need to know in depth when terminating employment.
- Find out about the very latest developments in employment law.
- Discover how to research employment issues and make the best use of the comprehensive notes given to each delegate.

### What will be covered in this event?

- Sources of employment law.
- Recruitment, selection and appointment.
- Legislation during the course of employment.
- Employment equality and discrimination issues.
- Termination of employment – unfair dismissal.
- Developments to watch out for, including: Agency workers, reform of joint labour committees and review of complaints bodies.

### Who should attend?

HR Managers, Supervisors, Inhouse Lawyers and Legal & HR Advisers.  
Ideal for those new to employment law or seeking a refresher course.

### Cost

Standard Rate: €550  
Standard Early Bird Rate: €475 (if booked before Friday 17th February)  
Charity/SME Rate: €445  
Charity/SME EB Rate: €395 (if booked before Friday 17th February)

### Facilitators

Paul Joyce Barrister  
Marian Jennings Solicitor & Employment Law Lecturer, DIT

For full speaker biographies please visit our website at  
[www.legal-island.ie/events/speaker-profiles](http://www.legal-island.ie/events/speaker-profiles)

## Employment Laws in the Public Sector

with McCann FitzGerald Solicitors

Thursday 29th March ~ Clarion IFSC, Dublin  
Half Day Seminar from 9:25am - 1:00pm

### What is this seminar about?

During the last year there have been major developments in public sector employment and related laws. These include issues relating to loss of pension rights & benefits, reductions in pay under emergency legislation and restructuring, to name just a few. Now we have the spectre of the Agency Workers Directive.

Employment law is a complex subject with, it seems, an ever increasing amount of case law and legislation to understand and apply in the workplace. It can be particularly complex for those in the public sector or working in state bodies where additional statutory and other rules may apply. This is particularly so in current times in light of the moratorium and other control frameworks, as well as the Croke Park Deal.

This seminar is delivered by leading Dublin law firm, McCann FitzGerald, who advise some of Ireland's biggest state sector employers. With ample time built into the programme for Q&A sessions and two group exercises to reinforce learning, it is ideal for those working in the public sector who need to understand how today's employment policies impact on their organisation.

### What are the seminar objectives?

As a result of attending this seminar you will:

- Understand the practical issues facing public sector employers and best practice guidance, particularly in respect of the area of redeployment.
- Understand the developments in fixed term contracts and managing resources in the public sector.
- Focus on variations to terms and conditions of employment and the impact on pay and pensions.
- Understand the key components in relation to the draft Agency workers legislation in Ireland and the effects it will have on public sector employers.

### Seminar overview

- Overview of public sector HR Landscape.
- Fixed Term Contracts and Managing Resources in the Public Sector.
- Case Study on Fixed Term Contracts.
- Public Sector Remuneration – Variation to Terms and Conditions of Employment.
- Agency Workers in the Public Sector.
- Case Study on Agency Workers.

### Who should attend?

This event is ideally suited to HR Officers and in-house lawyers working in the public sector and lawyers with public sector clients.

### Cost

Standard Rate: €245  
Standard Early Bird Rate: €200 (if booked before Friday 17th February)  
Charity/SME Rate: €195  
Charity/SME EB Rate: €160 (if booked before Friday 17th February)

### Speakers

Natasha Canniffe Solicitor, McCann FitzGerald  
Stephen Holst Solicitor, McCann FitzGerald  
Mary Kelleher Solicitor, McCann FitzGerald  
Terence McCrann Head of Employment Law, McCann FitzGerald

**McCann FitzGerald**

## Dealing and Negotiating with Employee Representatives

Thursday 26th April ~ Radisson Blu Royal Hotel, Dublin  
Full Day Seminar/Workshop from 9:30am - 4:30pm

### What is this seminar/workshop about?

The economy continues to be difficult, if not fragile. Reductions in terms and conditions of employment and/or redundancies are a reality for many employers and their employees. In unionised situations employers must work and negotiate with trade union representatives to bring about change that will help the organisation survive and grow. Consultation with elected representatives and individual negotiations may be required in non-unionised workplaces. How do you achieve a lasting, workable solution? How can you minimise redundancies AND maximise your chances of economic survival?

### What are the learning outcomes?

HR Professionals and other managers need to prove they are genuine business partners that can add value to the organisation. We take realistic scenarios – contractual variations and redundancies – and apply them via REAL LIFE case studies to give you the knowledge and confidence to approach trade unions and employees with a view to achieving necessary changes linked to your business and strategic plans.

Our three expert facilitators will provide you with practical advice on handling difficult conversations and meetings and will provide you with template checklists and precedent documents for use after the event, to maximise your chances of success. All three will be available throughout the day to discuss and advise on specific problems that concern individual delegates and to facilitate group exercises.

### What will be covered in this seminar/workshop?

- Start: Principles and Business Overview of Your Strategy.
- Case Studies.
- Communication (1-5) as our PR expert discusses options at every stage.
- Strategy Health Check.
- Preparing for The Labour Court or Rights Commissioner.
- Resolution.
- Finish: Q&A Plus Checklist.

### Who should attend?

This event will suit HR professionals, other managers, directors and owners of SME's concerned with industrial relations and the need to negotiate a reduction in terms and conditions of employment or redundancies.

### Cost

Standard Rate: €395

Standard Early Bird Rate: €345 (if booked before Friday 16th March)

Charity/SME Rate: €315

Charity/SME EB Rate: €265 (if booked before Friday 16th March)

### Speakers

Niall Saul

Executive Chairman,  
Symbio HR Solutions

John Horgan

Independent HR Advisor

Emmet Barrett

Keating & Associates

The 3 speakers appeared very knowledgeable in their areas. They gave very relevant examples, case studies and workable templates. A very practical day overall.

Gwen Levis Senior HR Generalist,  
Bon Secours Hospital, Cork

### 9:30am Start: Principles and Business Overview of Your Strategy

You want to make changes. You NEED to make changes. But you can't just do things like that. You have to plan how and when to make changes, to minimise the chances of disputes and maximise the chances of success should they occur.

Lead Facilitator: Niall Saul

### 10:15am Case Studies – Examples from Real Life

Many organisations have been through rough and public workplace disputes. What lessons can we learn; what mistakes can we avoid; and what positives can we take from them?

Lead Facilitator: Niall Saul

### 11:00am Communication (1)

You are moving into a potentially damaging dispute. What you say now and where and how you say it will have consequences for your relationships with employees, their representatives, customers and suppliers. So what do you do?

Lead Facilitator: Emmet Barrett (Emmet will lead all communication discussions)

### 11:30am Negotiation Strategy

You want to avoid the Labour Court imposing a settlement on you. You want to minimise disruption and residual bad feelings within the workforce. But what can you give when business is tight and you have to make the changes to survive? What are the best ways to negotiate, knowing that what you do could be used for or against you at a later date?

Lead Facilitator: John Horgan

### 12:15pm Communication (2)

Whether you settle or remain in dispute, what you say and how you say it will have lasting repercussions. Time to take stock before you talk.

### 12:30pm Health Check – is your strategy robust and set in the real life?

It looks like you'll be heading for the Labour Court or Rights Commissioner. Do you think you can convince them of the validity of your arguments? Just how realistic is your position? What preparation do you need?

Lead Facilitators: Niall Saul and John Horgan

### 2:00pm Communication (3)

You're off to the Labour Court or LRC. Do you announce it or keep quiet?

### 2:15pm Labour Court or Rights Commissioner

So far, your attempts at resolution have failed. There may have been some progress along the way but you're on your way to the Rights Commissioner for conciliation or the Labour Court for a recommendation. Workshop participants will be asked to make the case for either side and to outline:

- 1 Your Plan for the Labour Court/Rights Commissioner
- 2 Your Communication Strategy before during and after the Labour Court/Rights Commissioner hearing
- 3 IR Concerns and Business Issues

Facilitators: Emmet Barrett, John Horgan and Niall Saul

### 3:00pm Communication (4)

You have worked out the above. What do you do with it?

### 3:30pm Resolution

You have your recommendation from the Labour Court or Rights Commissioner. What are the practical measures you have to take to implement the agreement?

Lead Facilitator: Niall Saul

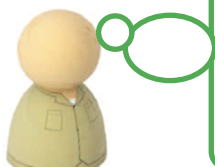
### 4:00pm Communication (5)

How can you maximise the positive and minimise the negative outcomes?

### 4:15pm Finish: Q&A Plus Checklist

What else do you need to know? What do you do next? Use the final session to tease out any areas of misunderstanding, study the checklist and make sure that you leave this workshop certain of how you will implement your own disputes strategy.

Lead Facilitator: John Horgan



## Internal Mediation: Resolving Workplace Disputes (Two Day Course)

Day One

**Thursday 26th April ~ Radisson Blu Royal Hotel, Dublin**

Day Two

**Wednesday 16th May ~ Radisson Blu Hotel, Dublin Airport**

Full Day Events from 9:30am - 4:30pm

### Why attend this event?

This highly participative course will teach you:

- The step-by-step mediation process.
- How to remain impartial during mediation.
- How to overcome resistance to mediation.
- How to use mediation constructively and effectively to help resolve conflict at work at an early stage.

### What is this event about?

Unresolved conflict at work can severely disrupt communication, performance and employee job satisfaction. It can also be expensive in terms of productivity and legal fees. Many organisations are now turning to workplace mediation as a pragmatic approach to dealing with conflict and as an alternative to going down the route of a grievance procedure. Mediation provides an opportunity for those experiencing conflict at work to identify the issues, explore options and reach a workable outcome through a clearly agreed set of actions.

### What are the learning outcomes?

By the end of the Mediation in the Workplace course you will be able to:

- Demonstrate and apply the skills necessary to successfully mediate many workplace disputes.
- Assess when mediation is appropriate.
- Evaluate the strategies people use in conflict situations.
- Identify how emotions can be sensitively handled to gain a successful resolution.
- Keep appropriate written records of the mediation process.
- Review what can work towards preventing a successful mediation.
- Advise your organisation on the setting up of a mediation scheme.

### Who should attend?

This Mediation in the Workplace course is suitable for all HR and Line Managers wishing to develop their workplace mediation skills and understand the workplace mediation process in more detail.

### Cost

Standard Rate: €550

Standard Early Bird Rate: €495 (if booked before Friday 16th March 2012)

### Facilitator

Gerry Rooney Baker Tilly Ryan Glennon

For full speaker biographies please visit our website at [www.legal-island.ie/events/speaker-profiles](http://www.legal-island.ie/events/speaker-profiles)

## Day One

9:30am **Introductions and Expectations**

9:50am **Role Play – Car Parking Dispute Exercise**

10:10am **The Conflict Cycle and Conflict Management Styles**

- Defining conflict.
- Causes of conflict and conflict triggers.
- Perceptions and emotions in conflict.

11:20am **The Conflict Cycle and Conflict Management Styles**

- Avoiding/engaging in conflict.
- Introduction to managing behaviours in conflict – transactional analysis.

1:00pm **Lunch**

1:45pm **Mediation – Introducing the Concept and Process**

- Holiday exercise.
- What is mediation and the mediation process?
- Role of the mediator and impartiality.
- When to mediate.

3:00pm **Mediation Techniques**

- Techniques you might use.
- Listening with empathy – debate exercise (using summarising and paraphrasing skills).
- Listening skills – introduction to Listening Skills Assessment.

4:00pm **Applying Mediation Skills – Exercise 1**

- 15 minutes role play and plenary feedback.

## Day Two

9:30am **Stages in Mediation**

- Stage 1 Preparation and ground rules.
- Stage 2 Pre-meetings and coaching parties to engage in the process.

10:20am **Video – Mediation in Action**

11:20am **Stages in Mediation – Storytelling**

- Discussion on video.
- Stage 3 Story telling.
- Understanding emotions.
- The Johari window.
- Exercises in reframing, mutualising and normalising to help the parties to understand the conflict and work towards resolution.

12:20pm **Role Play – Mediation Session from Opening to Storytelling**

1:00pm **Lunch**

1:45pm **Stages In Mediation – Problem Solving and Agreement**

- Brain storming, hypothesising.
- Reality testing.
- Note taking, documentation and confidentiality regarding agreements.
- Role play to exercise skills.

3:15pm **Introducing an Internal Mediation Programme**

- Understanding the issues.
- Policy and procedure.
- Dealing with agreements.

4:15pm **Wrap Up and Review of Workshop**



## Creating Confident Managers Through Effective Conversations

**Wednesday 16th May ~ Radisson Blu Hotel, Dublin Airport**  
Full Day Workshop from 9:30am - 4:30pm

### What is this workshop about?

Confrontation and conflict at work can cause stress for managers and employees, can damage working relationships and may ultimately result in litigation. It can also create financial and opportunity costs for your organisation. The ability to negotiate the best terms and conditions for your organisation, be it with employees, customers or suppliers is essential to survive and thrive in the current climate.

The objective of this event is to equip you with the necessary skills to handle potentially difficult conversations at work effectively, to resolve conflict at work and to negotiate successfully with customers, suppliers or employees.

### What are the learning outcomes?

By the end of the workshop you will be able to:

- Confront difficult issues with team members / colleagues in a calm and professional manner that gets results.
- Mediate a solution to a problem between two people at work.
- Understand and be able to apply the principles of skilled negotiation to your interactions with customers, suppliers or employees.

### What will be covered in this workshop?

This is a practical workshop; theories of effective communication, conflict management, mediation and negotiation will be taught through the medium of tutor-led case studies, group discussion and role play.

Key themes for case work and discussion will include:

- Tackling absenteeism.
- Having the poor performance discussion.
- Negotiating with employees, customers and suppliers.
- Mediating conflict between colleagues where a personality clash / work style clash has developed.

### You determine the case studies!

To ensure that you get the most out of the workshop, you will be invited to submit a question / scenario that is relevant to you and your organisation, in advance of the event. The workshop tutor will then ensure that the structure of the workshop targets the common conflict management 'problems' based on the input received from participants in advance of the course.

### Who should attend?

The workshop is aimed at anyone new to a managerial, supervisory or key communications/negotiation role in an organisation, or who has concerns about dealing with difficult staffing issues.

### Cost

Standard Rate: €395

Standard Early Bird Rate: €345 (if booked before Friday 6th April)

Charity/SME Rate: €315

Charity/SME EB Rate: €265 (if booked before Friday 6th April)

### Facilitators

Michelle Halloran HR Management Services

For full speaker biographies please visit our website at  
[www.legal-island.ie/events/speaker-profiles](http://www.legal-island.ie/events/speaker-profiles)

### 9:30am The principles of effective communication at work

By the end of this session you will be able to:

- Identify the best uses of the main methods of communication at work (technology, meetings, one-to-one etc) depending on the conversation to be held.
- Interpret body language and use it as a tool to help you to communicate positively.
- Apply active listening skills to conversations / meetings at work.
- Use effective questioning skills in your conversations / meetings at work.
- Apply a tried and tested model, using a case study as a basis for discussion, to make sure your conversations with colleagues are constructive and helpful (case entitled 'the Probationary review').

### 11:00am Break and Networking

### 11:30am Managing Conflict

By the end of this session you will be able to:

- Understand the key principles of how to manage confrontations at work.
- Analyse your own management / workplace communication style (authoritarian / consultative, open / closed, objective/ empathetic etc).
- Adjust your communication style to suit particular workplace conversations so as to reduce, and constructively manage conflict that can arise during difficult discussions.
- Apply the theory learned using role play 'tackling timekeeping and absenteeism'.

### 12:45pm Lunch

### 1:30pm The principles of mediation at work

By the end of this session you will be able to:

- Identify when and how to use mediation as an effective workplace conversation technique.
- Understand the main steps in the mediation process.
- Apply the theory learned to a practical role play involving an argument between two colleagues.

### 2:45pm Break and Networking

### 3:15pm Negotiating skills at work

By the end of this session you will be able to:

- Identify when and how to apply negotiation skills as an effective workplace conversation technique.
- Identify the key steps in the negotiation process, from planning and preparation through to the discussions / meetings themselves, to the final agreement being reached and documented.
- Apply the theory learned to a practical role play 'Pay Deal to be agreed'.

### 4.30pm Close

Michelle Halloran was excellent – very inspirational, concise and friendly.

Christina McGrath HR Generalist, Teva Pharmaceuticals Ireland



## Transfer Regulations: A Legal Update with Practical Exercises in a Commercial Framework

Wednesday 23rd May ~ Radisson Blu Royal Hotel, Dublin  
Full Day Seminar/Workshop from 9:20am - 4:30pm

### What is this seminar/workshop about?

Difficult times bring opportunities as well as threats, however, when it comes to takeovers or outsourcing services these opportunities can threaten your organisation's existence, unless you fully understand the law relating to transfers of undertakings. Through Hayes solicitors, Dublin, and Wrigleys Solicitors, Leeds & Sheffield, we enable you to understand your rights and responsibilities from a commercial perspective. By reference to relevant case law from throughout the EU and a focus on the local economy, our experts seek to demystify this difficult area of law for employers throughout Ireland.

### What are the learning outcomes?

- You will receive advice and comprehensive notes from recognised experts in this field.
- You will understand the main elements and how to avoid the traps involved in transfers.
- You will work through group exercises and discuss practical situations with peers and renowned experts.
- You will have an opportunity to quiz the experts during the seminar and network during the buffet lunch. Bring your business cards!
- Also, we provide you with an exclusive HR guide to piloting a successful Transfer Regulations deal.

### What will be covered in this seminar/workshop?

After major sections your understanding will be reinforced by the use of practical group exercises based on real life examples.

What do you NEED to know about:

- The Differences Between Irish and UK Law?
- Legally Defined Business Transfers?
- Who Transfers? What Transfers?
- Outsourcing / Change of Service Providers?
- European Court Case Law on the Acquired Rights Directive?
- Miscellaneous Provisions, such as post transfer agreements, equal pay, ETO defences and transfers in the public sector?

### Who should attend?

Commercial, Operations, Finance and Human Resource Managers will benefit greatly from attending this practical, commercial and legal update. This seminar/workshop is for anyone who might be involved in transferring an organisation or service, or part of an organisation or service, from one employer to another and who would like to avoid the myriad of pitfalls that surround this complex legislation.

### Cost

Standard Rate: €550

Standard Early Bird Rate: €475 (if booked before Friday 13th April)

Charity/SME Rate: €445

Charity/SME EB Rate: €395 (if booked before Friday 13th April)

### Speakers

**Dr John McMullen** Director of Employment Law, Wrigleys Solicitors LLP & Author of Business Transfers and Employee Rights

**Breda O'Malley** Partner, Commercial Department, Hayes Solicitors



### 9:20am Introduction

How the mix of presentations, exercises and Q&A will work throughout the day.

### 9:30am Common Terms and Definitions in Transfers

An overview of:

- The Acquired Rights Directive and the Irish Transfer Regulations,
- Common terminology and definitions
- Obligations to notify and consult

Speaker: **Breda O'Malley**

### 10:15am Is there a Business Transfer?

The Regulations apply only to relevant business transfers. We cover:

- Relevant considerations
- Case law examined
- Indemnity provisions

Speaker: **Dr John McMullen**

### 11:00am Rest the Brain: Networking and Break

### 11:30am Q&A

### 11:45pm Who Transfers? What Transfers? What if...?

- Who transfers?
- What about agency workers?
- Precisely what obligations and liabilities transfer?
- What about equal pay issues?
- What if workers object to the transfer?
- What qualifies as economic, technical and organisational (ETO) reasons?

Speaker: **Breda O'Malley**

### 12:30pm Outsourcing / Change of Service Providers – Is there a Business Transfer?

Contracting out services to external providers may seem like an obvious way to save money and reduce employee problems but it can be fraught with difficulties for employers and contractors alike. Importantly for those with cross-border interests, the law is very different between the UK and Ireland. We consider the legislation and case law in both jurisdictions.

Speaker: **Dr John McMullen**

### 1:00pm Rest the Brain: Networking and Lunch

### 2:00pm Exercise

Working in groups, reinforce your learning from the morning sessions by analysing our seemingly simple, yet deceptively complex, exercise. Followed by discussion led by **Dr John McMullen**

### 2:30pm Ireland v UK Law: A Practical Guide to the Differences

People often wrongly assume that UK case law and its domestic TUPE regulations will apply in Ireland. However, there are key differences (amongst the many similarities) between the jurisdictions that you need to be aware of. We outline the practical implications for employers. Also, might the UK case of *Parkwood Leisure Ltd v Alemo Herron* (referred to the Court of Justice of the EU) lead to transferee employers in Ireland inheriting collective agreements and future variations to terms?

Speaker: **Dr John McMullen**

### 3:00pm Rest the Brain: Networking and Break

### 3:15pm Miscellaneous Provisions

– What else do you need to know? This session focuses on a number of case law developments not covered so far, as well as practical lessons concerning the unusual and less well-known aspects of Transfers, such as:

- Variation of Terms and Conditions of employment
- Waiver of rights – valid or invalid?
- Litigation – when and how to challenge under the Transfer regulations
- Insolvency implications
- Our Transfer Regulations checklist for HR professionals

Speaker: **Breda O'Malley**

### 4:00pm Exercise

Working in groups, answer our five True/False questions on Transfers and Mergers.

Followed by discussion led by **Breda O'Malley**

### 4:15pm Final Q&A

### 4:30pm Close

**Your Details**Title (Mr, Mrs, Ms etc)  Name Job Title Organisation Name Organisation Address Telephone No Fax No Delegate Email Address 

An email address for the delegate is essential for purposes of pre & post conference learning as well as confirmation of booking. Legal-Island will not disclose your email address to any third party for whatever reason.

**Cost and Payment**Number of Employees in your organisation Is your company a registered charity? Yes  No Charity Reg No Invoice Address (if different from above) Name of Accounts Payable Telephone No of Accounts Payable Purchase Order Number (if applicable) 

For bookings of five or more people at any one event please contact the Events Manager directly. All organisations with fewer than 50 employees or charities qualify for the reduced rate.

**Method of Payment**

Cheque (payable to Legal-Island)

For credit card payments go to [www.legal-island.ie](http://www.legal-island.ie) and receive €20 discount.

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

**Terms and Conditions**

For Terms & Conditions please check online at [www.legal-island.ie](http://www.legal-island.ie)

 I have read and agree with the terms and conditions

Signature Accepting Terms of Booking

**How to return your registration form:**

- 1 Fax it to us on 01 4013894
- 2 Scan it and email it to us at [events@legal-island.com](mailto:events@legal-island.com)
- 3 Post it to us at Legal-Island, International House, Tara Street, Dublin 2

**Essentials of Employment Law**

[ ] 29th March ~ Clarion IFSC, Dublin

Standard Rate: €550

Standard Early Bird Rate: €475 (if booked before Friday 17th February)

Charity/SME Rate: €445

Charity/SME EB Rate: €395 (if booked before Friday 17th February)

**Employment Laws in the Public Sector with McCann FitzGerald Solicitors**

[ ] 29th March ~ Clarion IFSC, Dublin

Standard Rate: €245

Standard Early Bird Rate: €200 (if booked before Friday 17th February)

Charity/SME Rate: €195

Charity/SME EB Rate: €160 (if booked before Friday 17th February)

**Dealing and Negotiating with Employee Representatives**

[ ] 26th April ~ Radisson Blu Royal Hotel, Dublin

Standard Rate: €395

Standard Early Bird Rate: €345 (if booked before Friday 16th March)

Charity/SME Rate: €315

Charity/SME EB Rate: €265 (if booked before Friday 16th March)

**Internal Mediation: Resolving Workplace Disputes**

[ ] Day One 26th April ~ Radisson Blu Royal Hotel, Dublin

[ ] Day Two 16th May ~ Radisson Blu Hotel, Dublin Airport

Standard Rate: €550

Standard Early Bird Rate: €495 (if booked before Friday 16th March 2012)

**Creating Confident Managers Through Effective Conversations**

[ ] 16th May ~ Radisson Blu Hotel, Dublin Airport

Standard Rate: €395

Standard Early Bird Rate: €345 (if booked before Friday 6th April)

Charity/SME Rate: €315

Charity/SME EB Rate: €265 (if booked before Friday 6th April)

**Transfer Regulations: A Legal Update with Practical Exercises in a Commercial Framework**

[ ] 23rd May ~ Radisson Blu Royal Hotel, Dublin

Standard Rate: €550

Standard Early Bird Rate: €475 (if booked before Friday 13th April)

Charity/SME Rate: €445

Charity/SME EB Rate: €395 (if booked before Friday 13th April)



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