

Full Day Event

CPD Hours/Points



legal-island

All About Leave from Work

Wednesday 4 April 2007

Park Plaza Hotel, Belfast International Airport



Areas covered include

Parental, Maternity and Adoptive Pay and Leave

Sickness Absence and Time Off for Dependents

Annual Leave

Keeping in Touch Days

The Impact of the New Family-Friendly Laws

How to save £1,000's and Retain Staff with Childcare Vouchers

In Association with



All about Leave from Work



Having to work out leave entitlement and pay for employees is a common task for the employment adviser. It is also one of the most complex and is about to get more complex, with the introduction of new rights in April 2007.

Employees often have both a statutory and contractual entitlement to time away from work, be this in the form of the right to maternity, parental or adoptive leave. Changes to maternity rights in particular will have a major impact in this area.

For Example:

SMP will no longer correspond to the Ordinary Maternity Leave period. **Will contractual benefits now have to be protected during the Additional Maternity Leave period?**

The new "Keeping in Touch days" constitute working – but **how much will employers have to pay and how will Keeping in Touch days impact on equal pay rights?**

Annual leave entitlement will also increase this year and next for many workers in Northern Ireland. But how should it be calculated and **what must employers do now that "rolled-up" holiday pay has been ruled unlawful?**

April also sees the introduction of consultation rights in organisations with 100 or more employees. That figure goes down to 50 in April 2008. We look at **other statutory time off rights**, such as those for trade union and other representatives, public servants and what duties and activities require payment.

Another area that creates challenges for employers is **time off for dependants/emergencies and other short term absences**. We discuss in detail how best to handle this issue and ensure the minimum disruption to production. In addition, we look at other methods of helping employees who have childcare and caring responsibilities – options that help employers retain staff as well as minimise time off.

This event is being run in association with Employers for Childcare, a charitable organisation, whose Childcare Voucher Scheme can **save employers thousands (and employees hundreds) of pounds every year** due to tax incentives.



Forthcoming Event : Managing Diversity and Valuing Individuality

An interactive workshop from Legal-Island:

**Park Plaza Hotel, Belfast International Airport, 30 March 2007, 9.30 a.m. - 1.00 p.m.
or 17 October at the Europa Hotel, Belfast.**

Award-winning trainer, Michele Groves, founding partner of Charis Consultancy Services, provides expert training on understanding and managing a diverse workforce. The increase in migrant workers, skills shortages, high-profile cases, statutory protections for minority groups, and high-profile bullying at work cases involving huge settlements and payouts have all brought into focus the need to manage what is now a much more diverse workforce than would have been the case a few years ago. But employers have to balance the need to be aware of diversity with the right of individual employees to be different - employers and their employees need to value individuality.

This half-day workshop features individual and group exercises designed to challenge participants' preconceptions of diversity and to help change attitudes. Participants will learn about the importance of language and the need to acknowledge differences in order to value diversity and reduce bullying at work.

This course is ideal for anyone concerned with the effects of bullying or tension in a diverse workforce.

Please note that places are limited to 15 on a first come first served basis.



Registration and pre-conference reading time 8.30a.m. - 9.30a.m

Session One 9.30a.m.	What to Expect in 2007 - An overview of time off from work rights and the changes which will impact on attendance at work.
Session Two 10.00a.m.	Family-Friendly Rights - A detailed look at the provisions of The Work and Families (Northern Ireland) Order 2006, including changes to parental leave and the introduction of the right for carers to request time off.
10.45a.m.	BREAK
Session Three 11.00a.m.	Annual Leave - What the law requires in the light of EU decisions and changes to government guidance. Plus, the law on accrued holidays and calculating holidays for part time staff.
Session Four 12noon	Childcare Vouchers - How a voucher scheme can help retain staff, minimise time off and save both the employer and employee money. Plus, other options to help retain employees with childcare needs.
12.45p.m.	LUNCH
Session Five 1.45p.m.	Time Off Work - Other statutory rights to time off (e.g. TU/representatives' duties, study, or to look for work during redundancy notice) and what employers can and cannot do to control time off from work including time off for dependants.
Session Six 2.15p.m.	Maternity Rights - All your maternity questions answered: ante natal rights; how to calculate maternity pay and the impact of changes during maternity leave; and the right to return.
3.00p.m.	BREAK
Session Seven 3.15p.m.	Keeping in Touch - How Keeping in Touch days will operate. We offer guidance and practical policies.
Session Eight 3.45p.m.	Sick Leave - How to deal effectively with intermittent absences.
4.30p.m.	Close

About the Speakers:

Legal-Island speakers are chosen because they offer a wide range of expertise and knowledge of their subject. For this event they are:

Scott Alexander - is Head of Training and Development at Legal-Island. He previously worked in industrial relations in Scotland and was a Senior Employment Relations Officer with the Labour Relations Agency in Northern Ireland.

Philip Broom - was formerly a Partner and Head of Employment and Civil Litigation in a leading commercial solicitors practice in England. Philip has considerable experience in all areas of Employment Law. He moved to Northern Ireland in 2005 and is now with the niche commercial practice of Morrow and Wells.

Emma-Jane Flannery - has recently returned to Belfast after four years living and working in England. Emma-Jane studied in Belfast and moved to Birmingham to train as a solicitor where she worked for the employment law specialist firms of Eversheds and Hammonds.

Alistair Joynes - is an independent trainer based in Northern Ireland and is a Labour Relations Agency arbitrator.

Marie Marin - is Director of Employers for Childcare, a charity that recognises that working parents and their employers require assistance with childcare needs if employees are to be fully effective at work. Her experience of the community and voluntary sector spans fifteen years.

Mark Reid - is the joint author of a soon-to-be published textbook on employment law in Northern Ireland. He regularly advises and represents employees and employers before Industrial Tribunals in Northern Ireland.

