

HRODC Postgraduate Training Institute

A Postgraduate-Only Institution

022

UK Employment Law Course or Seminar

Leading To:

**DIPLOMA – POSTGRADUATE IN
UK Employment Law (Double Credit)**

Accumulating to

POSTGRADUATE DIPLOMA

Progressing To A Masters Degree –

MBA – MSc - MA

Course Coordinator:

Prof. Dr. R. B. Crawford – Director of HRODC Ltd. and Director of HRODC Postgraduate Training Institute, A Postgraduate-Only Institution. He has the following Qualifications and Affiliations:

- Doctor of Philosophy {(PhD) (University of London)};
- MEd. Management (University of Bath);
- Advanced Dip. Science Teacher Ed. (University of Bristol);
- Postgraduate Certificate in Information Systems (University of West London, formerly Thames Valley University);
- Diploma in Doctoral Research Supervision, (University of Wolverhampton);
- Teaching Certificate;
- Fellow of the Institute of Management Specialists;
- Human Resources Specialist, of the Institute of Management Specialists;
- Member of Academy of Management (MAoM), within the following Management Disciplines:
 - Human Resources;
 - Organization and Management Theory;
 - Organization Development and Change;
 - Research Methods;
 - Conflict Management;
 - Organizational Behavior;
 - Management Consulting;
 - Gender & Diversity in Organizations; and
 - Critical Management Studies.
- Member of the Asian Academy of Management (MAAM);
- Member of the International Society of Gesture Studies (MISGS);
- Member of the Standing Council for Organisational Symbolism (MSCOS);
- Life Member of Malaysian Institute of Human Resource Management (LMIHRM);
- Member of ResearchGate Community;
- Member of Convocation, University of London;
- Professor HRODC Postgraduate Training Institute.

Prof. Crawford was an Academic at:

- University of London (UK);

- London South Bank University (UK);
- University of Greenwich (UK); and
- University of Wolverhampton (UK).

For Whom This Course is Designed This Course is Designed For:

- Human Resource Professionals;
- Employment Attorney;
- Associate General Counsel, Labor and Employment;
- Labor Relations Representative;
- Director, Internal Investigations;
- Policy Adviser – Foreign and Security Policy;
- Regulatory Affairs Specialist;
- Contracts Specialist;
- Director of Associate Relations;
- Compliance and Corporate Governance Attorney;
- Compliance Officer;
- Corporate Attorney;
- Others who have an interest in UK Employment Law.

Duration:10 Days

Cost:£10,000.00 Per Delegate

Please Note:

- V.A.T. (Government Tax) does not apply to Corporate Sponsored Individuals, taking Programmes or Courses in any location - within or outside the UK.
- It applies only to Individuals and Corporations based in the UK and to Non-UK Individual Residents taking courses in the UK.

Cost includes:

- Free Continuous snacks throughout the Event Days;
- Free Hot Lunch on Event Days;
- Free City Tour;
- Free Stationery;

- Free On-site Internet Access;
- Diploma – Postgraduate –in **UK Employment Law (Double Credit)**; or
- Certificate of Attendance and Participation – if unsuccessful on resit.

HRODC Postgraduate Training Institute's Complimentary Products include:

1. HRODC Postgraduate Training Institute's **Leather Conference Folder**;
2. HRODC Postgraduate Training Institute's **Leather Conference Ring Binder/ Writing Pad**;
3. HRODC Postgraduate Training Institute's **Key Ring/ Chain**;
4. HRODC Postgraduate Training Institute's **Leather Conference (Computer – Phone) Bag** – Black or Brown;
5. HRODC Postgraduate Training Institute's **8GB USB Flash Memory Drive**, with Course Material;
6. HRODC Postgraduate Training Institute's **Metal Pen**;
7. HRODC Postgraduate Training Institute's **Polo Shirt**.

****Please see product images, as a separate file - Complimentary Products For Students and Delegates, from HRODC Postgraduate Training Institute.****

Course runs from 9:30 to 4:30 pm.

Location: Central London and International Locations

**UK Employment Law
Leading to Diploma-Postgraduate in UK Employment Law
(Double Credit)**

Course Objectives

By the conclusion of the specified learning and development activities, delegates will be able to:

- Define the bases of the 'employer-employee relationship';
- Determine the purpose, components and parameters of the UK employment law;
- Illustrate the key provisions of the *Employment Act 2002*;
- Explain the role of the *Employment Act 2002* and its *Statutory Instrument 2004*, in averting 'employer-employee repudiation';

- Identify some of the key issues of the *Employment Relations Act 2004* and their positive and negative effects on their organisational relations;
- Draw on *The Race Relations Act 1976*, *The Race Relations Amendment Act 2006*, *The Race Relations Act 1976 - Statutory Duties Order 2001*, *The Disability Discrimination Act 1995*, *The Disability Discrimination Act 1995 - Amendments Regulations 2003*, *The Equal Pay Act 1970*, *The Equal Pay (Amendment) Regulations 1983*, and related Acts and Statutory Instruments, to formulate a legally enshrined Employment Policy;
- Develop Grievance and Disciplinary Procedure which incorporates the statutory minimum requirements;
- Distinguish between instant dismissal and summary dismissal, indicating which levels and type of employee behaviour that might warrant 'on the spot dismissal' that are likely to be upheld by an Employment Tribunal;
- Demonstrate a heightened awareness of the functions, organisation and conduct of UK Employment Tribunal;
- List the statutory information requirement for new employees and their timescale;
- Draw on employment tribunal, employment appeals tribunal and High Court cases in their explanation of 'Frustration of Contract;'
- Use case laws to formulate a 'Standing Plan' which will highlight areas in the employment contract where the issue of frustration of contract can be construed with a high probability of being legally supported;
- Illustrate the fundamental issues that need to be covered by an employment contract;
- Exhibit an understanding of the value of employees as their organisations' Intellectual Property;
- Suggest ways by which their organisations intellectual property might be legally exploited;

Course Contents, Concepts and Issues

Part 1A: UK Employment Law and Its Sources

- The Common Law;
- UK Legislation;
- European Community Law;
- Human Rights Act 1998.

Part 1B: Establishing Employer-Employee Relationship (1)

- Employer-Employee Relations;
- The Employment Rights Act 1996;
- Tenure of Employment;
- The Flexible Working (Eligibility, Complaints and Remedies) Regulations 2002.

Part 2: Establishing Employer-Employee Relationship (2)

- Statutory Instruments 2014 No. 1398 - Terms and Conditions Of Employment - The Flexible Working Regulations 2014;
- Expressed Terms of Employment Contract;
- Generally Implied Terms of Employment Contract;

Part 3: Equality and Anti-Discrimination in Employment

- The Equal Pay Act, 1970;
- The Equal Pay (Amendment) Regulations, 1983,
- The Sex Discrimination Act 1975;
- The Disability Discrimination Act 1995;

Part 4: Union Representation, Harassment and Disciplinary Procedure

- Trade Unions: Role and Membership;
- Time-off For Union Activities;
- Trade Union and Labour Relations (Consolidation) Act 1992;

Part 5: Family Related Leave Provisions

- Ordinary Maternity Leave (OML) (ERA 1996, s 71 as amended);
- Paid Time Off For Antenatal Care;
- Maternity Leave And The Right To Return To Work;

Part 6: Dismissal, Transfer and Redundancy In Employment

- Legal Dismissal Process;

- Wrongful Dismissal;
- Unfair Dismissal;

Service Contract, incorporating Terms and Conditions

Click, or copy and paste the URL, below, into your Web Browser, to view our Service Contract, incorporating Terms and Conditions.

https://www.hrodc.com/Service_Contract_Terms_and_Conditions_Service_Details_Delivery_Point_Period_Cancellations_Extinuating_Circumstances_Payment_Protocol_Location.htm

The submission of our application form or otherwise registration by of the submission of a course booking form or e-mail booking request is an attestation of the candidate's subscription to our Policy Terms and Conditions, which are legally binding.

Prof. Dr. R. B. Crawford - Director HRODC Postgraduate Training Institute