



**LLOYDS
EMPLOYMENT LAW
CONSULTANCY**

NEW FORMAL DISCIPLINARY PROCEDURES

AND WHY A FAILURE TO FOLLOW THEM COULD
MAKE YOU AUTOMATICALLY GUILTY OF
UNFAIR DISMISSAL
(effective from October 1st 2004)

THE DISABILITY DISCRIMINATION ACT

AND WHAT THE LAW REALLY REQUIRES YOU TO DO
(effective from October 1st 2004)

A free local morning seminar designed to assist
employers understand and comply with new law

Anyone can give advice -
Lloyds provides help.





INTRODUCTION

09.15 - 09.30 John M A Seigel

MANAGING DISCIPLINARY AND GRIEVANCE ISSUES

09.30 - 10.45 Peter Silvester LL.B Chartered FCIPD

The new rules regarding the handling of disciplinary matters and grievances are tougher than ever before.

It will be very difficult to argue that a dismissal was fair when the proper procedures were ignored.

However justified you may feel in dismissing an employee, if it is not done according to the rules it could cost you dear.

This short seminar will enable you to understand

- the dangers of getting it wrong
- what you need to do to get it right

Full Course Notes will be provided

10.45 – 11.15 Refreshments and discussion

MANAGING NEW DEMANDS ON YOUR BUSINESS ARISING OUT OF THE DISABILITY DISCRIMINATION ACT

11.15 - 13.00 Stephen R Weston DipSM MIOSH MIIRSM RSP

The new rules require that at the very least you consider the way in which your business meets the needs of disabled people who work for you and buy from you.

Following on from this you may need to make substantial changes to the fabric of your premises and to the way in which you work. A failure to get it right could result in a prosecution in which an award against your business could be substantial.

This short seminar will enable you to

- understand the dangers of inaction
- understand the way in which to approach the issues
- separate the myths from reality
- demonstrate to the relevant authorities that you are complying with the regulations.

Full Course Notes will be provided

13.00 Lunch and discussion



YOUR SEMINAR WILL BE INTRODUCED BY:



John M A Seigel
Managing Director

As the founder and Managing Director of Lloyds, John has had many years of practical experience in all areas of Employment Law. He has acted as Advocate for many client companies both in Employment Tribunals throughout the UK and in negotiation with ACAS, as well as with litigious lawyers. John has wide experience of disciplinary procedures and is often called upon to carry out such matters for clients who need to ensure that fairness is achieved and more importantly, can be demonstrated. John is widely known for his advocacy skills in industrial disputes arising out of contractual ambiguity, apparent shortcomings in disciplinary procedures, claims of discriminatory action, proposed variations to terms of employment and general grievance cases.

AND WILL BE PRESENTED BY:



Peter Silvester
Employment Law
Division Manager

A law graduate from Bristol University, Peter is also a Chartered Fellow of the Chartered Institute of Personnel & Development. He has worked in both generalist and specialist senior personnel management roles, mainly in the pharmaceutical industry, for about 20 years before going into business support and advice with TECs and Business Link in the early 1990s. This was followed by six years as an employment adviser with a major trade association, where Peter was also the National Officer for the employers in negotiating through disputes with the trade union. He has also prepared and handled employment tribunal cases. Peter has recently joined Lloyds Employment Law Consultancy to manage the employment law side of the business.



Stephen Weston
Health and Safety
Director

Formerly HQ Safety Engineer, British Coal Corporation, Stephen has proven ability in the safety field, having reached a senior position in a national organisation noted for its safety standards and professionalism.

An active health and safety practitioner since 1974, Stephen has developed an understanding of management problems and a realistic approach to resolving them. He has wide experience of industrial processes and activities and in dealing with individuals at all levels. In his work as an expert witness, Stephen has gained experience of Scottish and English Courts and has given oral evidence under cross-examination. He has worked for organisations such as British Coal, Caterpillar, Dalgety, Disney, Komatsu, Olivetti, Rolls-Royce and Stagecoach, and has undertaken or organised training courses/seminars for a wide variety of organisations including the police and health authorities and has presented a paper on health and safety at a conference in Spain.

EMPLOYMENT LAW, HEALTH, SAFETY AND YOU.

Lloyds Employment Law Consultancy provides businesses of all sizes with expert professional support in all areas of the employer employee relationship.

The aim is to assist company Directors and managers to take the actions they feel are necessary and beneficial to the company whilst guaranteeing that those actions will not result in costly litigation.

Our philosophy is to provide our clients with practical solutions concerning Employment Law and Health & Safety issues.

If you would like to join us at this free seminar, please contact us quickly and we will reserve places for you.



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