

HERRINGTON & CARMICHAEL BACKS EMPLOYMENT LAW REFORM

Delegates at an Employment Seminar being hosted by law firm, Herrington & Carmichael, will be told that the decision to scrap the controversial law on how businesses should discipline staff and how workers can lodge grievances is good news for both sides of the employment divide.

However, with its replacement nearly a year away, the firm says that employers still face potential bear traps as they try to negotiate the difficulties inherent in the statutory dismissal and grievance procedures, which became law in 2004.

Herrington & Carmichael has teamed up with leading London employment law barrister, Mohinderpal Sethi, to run a practical seminar aimed at local businesses that will ensure they do not fall foul of the statutory procedures before they are abolished, and to prepare such businesses for the new regime which comes into force April 2009.

The statutory procedures were introduced to resolve employment disputes informally without having to resort to tribunals, but have failed to achieve their goal – indeed, they have led to a plethora of court cases and been heavily criticised.

The Government has announced plans to replace the procedures next April with a requirement to adhere to a new code of practice being drawn up by ACAS. Employers who fail to do so could face having to pay an extra 25% on top of any payout – and similarly employees will see their compensation reduced by up to 25% if they do not comply.

Delegates attending the seminar will learn

- The pitfalls of the statutory procedures and tactics for how to avoid them.
- Analysis of the latest legal cases and how not to be in the next one yourself.
- The new regime and what it means for the way you manage your workforce.

Ashley Holden, Employment Partner at Herrington & Carmichael, said: "We are pleased that the Government has taken steps to replace a law that, while well intentioned, caused more problems than it solved. The new discipline and grievance system should inject a welcome dose of common sense back into situations that are always difficult, but which can be dealt with sensitively and without the need to go all the way to an employment tribunal."

The seminar takes place on Thursday 31 July at 6:00pm at Camberley Heath Golf Club, Golf Drive, Camberley. Places are free but limited. To reserve your place please contact Sandra Anderson at sandra.anderson@herrington-carmichael.com or on 0118 977 4045.

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About Herrington & Carmichael LLP

Herrington & Carmichael is a well established law firm providing an extensive range of services to business and private clients. An experienced team of 80 staff and lawyers operate from offices in Camberley and Wokingham and they have an enviable reputation for practical, cost-effective legal advice.

For further information on the firm's services please visit www.herrington-carmichael.com

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