



## **Two Day Workshop**

### **Who will benefit:**

Anyone who needs a broad-based understanding of employment legislation. This course is ideal for managers who need to deal with the practical implications of current legislation in relation to managing people.

### **Objectives:**

By the end of the course participants will be able to:

- ☺ Explain the impact current employment legislation has on the key aspects of managing people
- ☺ Establish practical ways to deal with people management issues, whilst working within current employment legislation and best practices
- ☺ Confidently handle day to day people management issues whilst working within current employment legislation and best practices

### **Course content:**

#### **Legislation and people management issues**

#### **Legislation covered includes:**

- Contracts of Employment Act 1972
- Rehabilitation of Offenders Act 1974
- Equal Pay Act 1970
- Sex Discrimination Act 1975 & 1986
- Race Relations Act 1976
- Disability Discrimination Act 1995
- Health and Safety at Work Act 1974
- Trade Union Labour Relations (Consolidation) Act 1992
- Transfer of Undertakings (Protection of Employment) Act 1981
- Protection from Harassment Act 1988
- Public Disclosure Act 1998
- The Access to Medical Records Act 1988
- Redundancy Payment Acts 1967 & 1971
- The Working Time Directive Regulations 1998



## Course Profile Employment Law

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- Employment Act 2002
- Time off for dependant
- Sexual Orientation
- Religion and Belief

### People management issues:

- Recruitment
- Managing Performance
- Managing Diversity
- Managing Absence
- Managing Performance
- Maternity and Paternity Leave
- Dismissal
- Redundancy