

# Introduction to Employment Law



*making a positive difference to people and organisational performance*

**Duration:** 1 Day

**Overview:** UK employment legislation is constantly changing and becoming increasingly complex. If you are responsible for managing people, it is vital that you maintain an up-to-date working knowledge of the subject matter in order to minimise any unnecessary business risk and potentially costly tribunal claims.

**Designed for:** This course is designed to give practicing people managers and HR practitioners an introduction to current employment legislation.

**Objectives:** By the end of this course you will be able to:

- Explain the contract of employment and how it can be changed
- Outline the rights and duties owed between employers and employees
- Identify the main legislation affecting the employment of staff
- Understand the difference between conduct and capability
- Manage performance and absence lawfully
- Work to current disciplinary and grievance procedures
- Describe the legal aspects of dismissal
- Know where to go for help and support

**Method:** A proactive approach to this subject will be encouraged using small team discussions, case studies and practical exercises in order to pool ideas, knowledge and best practice experience.

This course can be run exclusively and tailored to suit your company's specific learning requirements and organisational needs. Costs are dependent on number of days required and bespoke content

For further details, please contact Gareth Harris on 01656 644306 or email: [gareth.harris@tsw.co.uk](mailto:gareth.harris@tsw.co.uk)