



This month A-Z focus - "F" - Feedback

On 2 June 2011, we ran a one day session on Managing Restructures and Redundancies. We are glad to receive positive feedback from all delegates and they would recommend this event to others! This training session was praised by one delegate as "**A must for Local Government Managers**".

Don't worry if you have missed this training, you can always access our [website](#) for information on various topics. Some of the more popular topics at the moment are [Continuous Service](#), [TUPE](#), [Maternity](#) and [Redundancy](#).

Some areas of our website are exclusive to our members so you will need to get your password ready. Forgotten your password? It's easy! Just contact our friendly [Helen](#) and you will get it emailed onto you straightaway!

Upcoming Training

 SEELaw Update

[SEELaw Update - Wednesday 5 October](#)

SEELaw Update is back! We will be looking at the Government's plan on Modern Workplaces, changes to settling workplace disputes, Agency Workers' Regulations 2010 and developments in case law; and focusing on the relevance to local authorities. See our [Event Calendar](#) for further details and download the [flyer](#).

 Book Now

[Discipline, Grievance and Capability - Wednesday 21 September](#)

Most people will agree that 'Discipline, Grievance and Capability' are probably the three most dreaded words even for experienced HR professionals. This **one day** session covers how to manage process and dismissals relating to discipline, grievance and capability and considers the role of **mediation**.

[Book onto this training](#)



What's on the horizon

The Government launched a [consultation](#) on plans to introduce a new system of flexible parental leave from 2015 as part of its plans to create a modern workplace for the modern economy.

The consultation closes on 8 August 2011. SEE will be submitting a response to this consultation and will be writing to local authorities in the next couple of weeks seeking your comments on what should be included in that response. We will then circulate a draft for comments (by mid-July) before sending the final version by 8 August.

In addition, these proposals will form a major part of our annual SEELaw (employment law) update on 5 October 2011.



Case Law

Maistry v BBC

Belief in the Ethos of the BBC is equivalent to a faith

A tribunal, in an extraordinary decision, has held that the rules preventing religious discrimination can now also be used to protect a belief in the BBC's ethos of public service broadcasting. [Read more](#)

Bailey v R & R Plant

Statutory retirement procedure

This case has set down an unfortunate precedent that could have consequences for employers who already have employees under notice of retirement. [Read more](#)

Rajiv Puri v Bradford Teaching Hospitals NHS Foundation Trust

Disciplinary Appeals Panel and Article 6 European Convention on Human Rights

This case stresses how careful employers need to be when choosing who should be on a disciplinary or appeal panel. [Read more](#)

Asda Stores Ltd v Coughlan

The importance of following internal policies and procedures

An unfair dismissal ruling was reversed by the EAT! This just shows how important it is to follow your policies and procedures. [Read more](#)

Two recent cases highlight the legal implications of both providing a reference or refusing to.

McKie v Swindon College

Making false remarks about former employee - duty of care extended

The email concerned in this case was not a formal reference but the court decided that a duty of care applied. Ex-employer was liable. [Read more](#)

Deer v Walford & Anor

Refusing to give a reference could amount to victimisation

The EAT has confirmed that refusing to provide a reference for an employee who has brought an unlawful discrimination claim against you, could lead to the employee bringing a victimisation claim against you. [Read more](#)

Other Information

Tribunal rejects Birmingham council's fair pay appeal

This could cost the Council millions of pounds in back pay! [Read more](#)

EHRC's initial response to government consultation on its powers and duties

In March, the Government Equalities Office published detailed plans for major changes to the way the Equality and Human Rights Commission (EHRC) operates. The EHRC has published its first response. [Read more](#)