



This month A-Z focus - "T" - Training



We have some dates for your diary! We are delivering a series of training in 2011 to equip you to deal with the some of the most complex and dreaded issues even for experienced HR professionals. Topics include:

- Managing Sickness Absence – 17 May
- Managing Restructures and Redundancies – 2 June
- Discipline, Grievances and Capabilities – 21 September

If you would like to know more, please see our [flyer](#) or [Event Calendar](#) on our website.

Other upcoming events

31 March 2011
SEGWARP Network Meeting

18 May 2011
Strategic HR Board Meeting

8 June 2011
Induction Seminar for newly elected members

15 June 2011
Induction Seminar for newly elected members

21 June 2011
Induction Seminar for newly elected members

1 July 2011
Enhancing Local Democracy Conference 2011

Find out more on our [Event Calendar](#)

What's on the horizon?

Right to Request Time Off for Training

It was confirmed on 16 February 2011 that additional time would be taken to examine the potential impact of the regulations on smaller firms. This right will not now be extended to all organisations in April 2011 as planned previously. [Read more](#)

Vetting & Barring Scheme (VBS)

The scheme was created to help safeguard children and vulnerable adults. However, the implementation was halted in June 2010 for a review to scale it back to "common sense levels". A report has been published and this can be downloaded [here](#).

LGS Pay Update

The LGS Employers have this morning informed the local government trade unions that they will not be in a position to make any pay offer for 2011/12.

It was agreed at the meeting of the Employers' Side on Monday 14 February that the decision not to make a pay offer in the NJC for Local Government Services should also apply to chief executives, chief officers and craft workers (recognising that none of those groups had submitted a pay claim). [Read more](#)

Removal of Default Retirement Age

Some of you may have been aware of the uproar caused by a drafting error in the first version of the Regulations. We are pleased to report that the Government has just published a new set of draft Regulations in respect of the removal of the default retirement age which has corrected the problem that was identified in the previous version. [Read more](#)

FAQ

Redundancy and election work

We have received several queries recently on this issue and have produced an FAQ and article which can be found on the SEE website in our [Employment A-Z section](#).



Case law

Bury MBC v Hamilton and Sunderland City Council v Brennan

Two appeals heard together

These two cases involved female employees of both Bury and Sunderland councils who brought Equal Pay claims in respect of bonus payments made to male colleagues and/or comparators doing equivalent jobs as well as 'pay protection' payments after the bonuses were withdrawn. [Read more](#)

Orr v Milton Keynes Council

Unfair dismissal

There have been many cases where employers have been considered to know information that is known by their employees, for example, relating to health issues or discriminatory conduct by colleagues. Should an employer be expected to be in possession of facts known to one manager but withheld from another manager conducting a disciplinary process? [Read more](#)

CLECE SA v Maria Socorro Martin Valor and Ayuntamiento de Cobisa

TUPE vs Acquired Rights Directive

The European Court of Justice has handed down its judgment in this case (Case C-463/09) which is authority for the proposition that, for the purposes of the Acquired Rights Directive 2001/23/EC, a mere change of service provider is not a transfer of an undertaking. [Read more](#)

Yorkshire Housing Ltd v Cuerden

Right to be accompanied at disciplinary hearings

The 'right to be accompanied' rule may need to include lawyers if a return-to-work or disciplinary meeting is with a disabled employee. [Read more](#)

Consultation

Consultation on Local Government Data Transparency

Local authorities will be aware that in its drive for greater openness Government policy is that councils should publish online details of any expenditure in excess of £500. Over 95% of councils have now done this.

The Government has recently published for consultation a draft Code of Recommended Practice for Local Government Data Transparency. This draft Code offers all councils, including those yet to comply, a clear outline of what will be expected of them.

In the new push for transparency, councils will now be asked to publish an organisational chart including the names and responsibilities of staff paid over £58,200. The document also lays out core principles of data transparency, including the expectation that they should publish information on salaries, voluntary funding, licensing, contracts or tenders, expenses and performance.

The consultation closes on 14 March 2011 and further information about the Code and how to respond to the consultation can be found [here](#).

