

CHARTERED 
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UK LAWS ON EMPLOYMENT DISMISSALS, COLLECTIVE REDUNDANCIES AND RESTRUCTURINGS

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By:**

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PROGRAM OVERVIEW



Navigating the complexities of UK employment law, particularly in areas of dismissals, redundancies, and restructures, is a critical skill for HR professionals and business leaders. **On average, UK businesses spend between £10,000 and £20,000 on defending a single employment tribunal claim**, emphasizing the significant financial implications of not managing employment dismissals and restructurings effectively.

This certified program provides comprehensive insights into the complex and evolving landscape of the UK's laws on employment dismissal, redundancy, and organizational restructuring. You will gain in-depth knowledge of the legal framework governing employee dismissal policies, redundancy procedures and restructuring process, including **workers' fundamental rights, discrimination laws, whistleblower protections, and family-friendly employment rights**. The program delves into the distinct approaches required for dismissals, redundancies, and restructures, enabling you to tailor your strategy to each situation's specific demands.

Throughout the program, you will explore the **intricacies of TUPE regulations, collective consultation requirements, and the interplay between various employment laws**. This program will equip you with a clear understanding of **managing disciplinary procedures, addressing unsatisfactory performance, and handling redundancy and restructuring processes**. Using practical case studies and interactive sessions, you will learn to formulate and execute compliant and fair processes that protect both employer and employee interests.

ACCREDITATIONS



4.8



4.6



PROGRAM OVERVIEW



Furthermore, this program will cover the tactical aspects of employment law implementation, including **conducting fair redundancy selection processes, managing TUPE transfers, and effectively consulting with employee representatives**. Essential legal concepts such as unfair dismissal, constructive dismissal, and SOSR (Some Other Substantial Reason) dismissals will be thoroughly examined. Additionally, you will master the nuances of **ACAS early conciliation and tribunal claim defense, learning to navigate potential disputes effectively while ensuring data protection compliance throughout employment processes**.

Upon successful completion of the program, you will attain the **Certification in UK HR Employment Law**, enhancing your professional credentials and demonstrating your expertise in managing employment disputes and ensuring compliance with UK employment laws governing dismissal, redundancy, and restructuring processes. This industry-recognized certification offers lifelong validity, affirms your proficiency in advanced employment law practices and enhances your standing within the business community. It ensures you are well-prepared to meet the challenges of workforce management in today's dynamic business environment.

ACCREDITATIONS



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KEY SKILLS YOU WILL GAIN

From This Program



**EMPLOYMENT LAW FRAMEWORKS
DRAFTING EMPLOYMENT CONTRACTS
STATUTORY RIGHTS AND OBLIGATIONS
LAWFUL AND UNLAWFUL DISMISSAL**

**UNFAIR DISMISSAL CLAIMS
CONSTRUCTIVE DISMISSAL
FAIR DISCIPLINARY PROCEDURES
PERFORMANCE-RELATED DISMISSALS**

**FAIR SELECTION CRITERIA
BUSINESS RESTRUCTURING
TUPE REGULATIONS
DISCRIMINATION CLAIMS**

**FAMILY-FRIENDLY RIGHTS
ALTERNATIVE DISPUTE RESOLUTION (ADR)
EMPLOYMENT TRIBUNALS PROCEDURES
REDUNDANCY COMMUNICATION
ACAS CODE OF PRACTICE**

**COLLECTIVE REDUNDANCY OBLIGATIONS
SOSR DISMISSAL PROCEDURE**

YOUR FACULTY DIRECTOR



David Seals

Leading UK Employment Solicitor

David Seals is a leading UK employment solicitor and head of the employment department at Downs Solicitors LLP. With over 20 years of experience, he specializes in acting for employers in employment disputes and is an **experienced advocate in the Employment Tribunals**. David advises on all aspects of employment law, including **terms and conditions of service, employment policies and procedures, termination, disciplinary and grievance procedures, employment aspects of business transfers/TUPE, redundancy and restructures, discrimination law, restrictive covenants, and associated litigation**.

He provides in-house training to HR departments and managers on topics such as discrimination law, disciplinary and grievance procedures, and reorganization/restructures. David is also a regular contributor to business journals and has presented numerous employment law seminars and workshops. He has **represented clients in employment tribunal litigation and settlement negotiations**, and his practice encompasses all aspects of UK employment law.

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PROGRAM AGENDA

MODULE 1 - THE EMPLOYMENT LAW LANDSCAPE IN THE UK

- Sources of UK employment law and key UK employment legislation
- Relevant state institutions – The civil courts, employment tribunals, regulators and other relevant authorities.
- Employment and worker status – Which rights apply to which groups?

MODULE 2 - OVERVIEW OF KEY EMPLOYMENT LAW RIGHTS IN THE UK

- Unfair and wrongful dismissal, statutory redundancy pay and TUPE
- Discrimination and family-friendly employment rights
- Whistleblowing, working time rules and employee data protection

MODULE 3 - UNFAIR DISMISSAL (PART 1) – OVERVIEW

- Who can bring a claim?
- Statutory Test: Fair dismissal reasons & reasonableness
- Constructive dismissal

MODULE 4 - UNFAIR DISMISSAL (PART 2) – CONDUCT DISMISSALS

- Carrying out a reasonable investigation
- The ACAS code of practice
- Warnings and gross misconduct

MODULE 5 - UNFAIR DISMISSAL (PART 3) – CAPABILITY DISMISSALS

- Poor performance and performance improvement plans
- Short-term/intermittent and long-term health cases
- Health cases and disability discrimination law

MODULE 6 - UNFAIR DISMISSAL (PART 4) – REDUNDANCY DISMISSALS

- Legal definition of redundancy
- Planning: selection pools, selection criteria and scoring
- Consultation with employees and alternatives to redundancy

MODULE 7 - COLLECTIVE REDUNDANCIES

- When do the collective redundancy obligations apply?
- Employee representation without trade unions
- The consultation process and timeframes



PROGRAM AGENDA

MODULE 8 - RESTRUCTURES

- What is a restructure in an employment law context?
- Claims from dismissals or contract changes
- Restructure as a potentially fair SOSR dismissal

MODULE 9 - THE TRANSFER OF UNDERTAKINGS (PROTECTION OF EMPLOYMENT) REGULATIONS 2006

- What is TUPE and what protections does it provide?
- Types of transfers and their application
- Obligations on transferors and transferees

MODULE 10 - MANAGING RISK WITH UK EMPLOYMENT LAW BEST PRACTICES

- Essential documents (and recommended documents), procedures and training
- How to run effective procedures
- Dealing with an employment tribunal claim

YOUR CHARTER DESIGNATION



Chartered Institute of Professional Certifications' programs are unique as they provide you with professional charter designations and marks that can be used across your lifetime once you have completed our programs.

Upon successfully attending this program, you will be awarded with the **Certification in UK HR Employment Law** that can be used in your resume, CV and other professional credentials. This certification is industry-recognized with lifelong validity. Globally demanded and recognized, this certification demonstrating your advanced expertise in handling dismissals, managing redundancies, and executing restructurings with proficiency. This program is developed by **Chartered Institute of Professional Certifications** and the content of this program has been certified by **CPD Certification Service** as conforming to continuing professional principals.

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of Our Programs

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