

# Employment Law - Dispute Resolution

## Duration 1 day

Despite falling numbers of tribunal cases, in today's litigious society there is a heightened awareness of employee rights. The disputes that reach tribunal stage are increasingly complex and represent a high risk for both employer and employee. Mediation is increasingly recognised as the strongest tool in resolving disputes before they reach the frequent lose-lose scenario that tribunals offer.

It is hoped that the disciplinary and grievance regulations currently in place will help improve the whole system of dealing with employment disputes, and ultimately reduce the number of tribunals.

These regulations cover all disciplinary, dismissal and grievance issues within the workplace regardless of the size of the organisation. Failure to follow the procedures in a dismissal case will be automatically deemed unfair and potentially increase the level of compensation awarded.

## Who should attend this course?

HR professionals and managers with responsibility for the disciplinary policy and implementation

## Course Objectives

Upon completion of this course participants will be able to:

- Understand the legal obligations of the Employment Act 2002 (Dispute Resolution) Regulations
- Have knowledge of the legal framework to avoid unlawful dismissals
- Effectively handle any employee grievances
- Review their existing disciplinary and grievance procedures

Optional: Use of professional actors for role plays and practical activities

## Course Content

- An overview of the Employment Act 2002 (Dispute Resolution) regulations
- Principles of discipline
- ACAS Code of Practice
- Common disciplinary issues - performance, absence, workplace disputes.
- Dismissal - unfair, constructive and wrongful
- Grievance procedures
- Appeal procedures