



Irish Congress of Trade Unions
Employment Law | Equality Law
Seminar Series
September 2019 - June 2020

www.ictuni.org

Welcome to the Series of seminars for 2019/2020 which explore recent developments in Employment and Equality Law in Northern Ireland. The seminars are facilitated by the Labour Relations Agency and the Equality Commission for Northern Ireland on behalf of the Irish Congress of Trade Unions.

These seminars are open to all and are free. To register or find out more information contact the ICTU office on 028 9024 7940 or email tony.gallagher@ictuni.org

Employment Law Seminar Series

All Employment Law Seminars take place in the Labour Relations Agency, Gordon Street, Belfast, BT1 2LG between 10.30 – 12.30.

Supporting Mental Health in the Workplace

Wednesday, 6th November 2019

Seminar Duration 2.5 hours - 10.30am - 1.00pm

Workplace mental health and wellbeing is increasingly an important issue for trade unions. There remains much stigma and bias particularly around mental ill health. Despite some positive action over recent years, there is an increase in the prevalence of mental ill health and workplace stress. This thought provoking seminar provides an insight into the legal obligations and responsibilities of an employer in terms of managing and supporting workplace mental health and wellbeing. It looks at how trade union representatives can take an active role in securing the best outcomes for individual members with mental health issues and help create the right environment to develop 'mentally healthy' workplaces.

Early Conciliation

Wednesday, 27th November 2019

Briefing Duration 1 hour - 10.30am - 11.30am

This briefing provides trade union representatives with an overview to the introduction of Early Conciliation (EC). It looks at the background, purpose and anticipated benefits of EC, how it will differ from the current service provision and describes the new EC delivery model.

Bullying and Harassment

Wednesday, 29th January 2020

Seminar Duration 2.5 hours - 10.30am - 1.00pm

Many trade union representatives will be familiar with concepts such as dignity at work and harassment contact officers. This seminar looks at the core issues associated with the law on bullying and harassment and the differences between the two concepts in terms of the protection afforded by the law and the impact of perception in terms of how they are handled in the modern workplace.

Redundancy

Wednesday, 26th February 2020

Seminar Duration 2.5 hours - 10.30am - 1.00pm

Trade union representatives need to be aware of the complexities associated with core aspects of

any redundancy exercise. This involves examining the legal definition and determining is there an actual redundancy? How and when the selection criteria is decided upon and is it consistently applied? How has the case law on individual and collective redundancy changed in recent years?

Employment Law NI and GB - The Differences

Wednesday, 25th March 2020

Briefing Duration 1 hour - 10.30am - 11.30am

This briefing is intended to give trade union representatives an overview of the main differences between employment law in Northern Ireland (NI) as compared with Great Britain (GB). Employment law is a devolved matter in NI and in recent years' reforms that have occurred in GB have not been replicated in NI thus creating several distinct differences in core areas of employment law such as unfair dismissal and the law as it relates to trade unions and industrial action.

Trade Unions - Legal Framework and Case Law Update

Wednesday, 8th April 2020

Seminar Duration 2.5 hours - 10.30am - 1.00pm

In 2016 the Great Britain (GB) Trade Union Act was enacted and has been rolled out in GB during 2017

and 2018. The Act does not apply in Northern Ireland (NI) and there now is a significant difference between the laws in the two jurisdictions especially in areas such as ballot thresholds for industrial action. This seminar will focus on the existing legal framework for trade unions in NI and where key GB differences exist and some significant case decisions in recent years that trade union representatives should be aware of.

Annual Review of Employment Law **Wednesday, 10th June 2020**

Seminar Duration 2.5 hours - 10.30am - 1.00pm

It is essential that trade union representatives keep up-to-date with the latest employment law developments in Northern Ireland and Great Britain both in terms of legislative reforms and case law decisions. This seminar looks back at 2019 to highlight key developments and how they might impact on trade unions and their members. This seminar will look at what trade union representatives need to know, have a working knowledge of the basic aspects of the new law and how their members may qualify for new rights under it.

‘As always the seminars have proved very informative and are very worthwhile’

Equality Law Seminar Series

A series of half-day seminars examining the principles of Equality Law in Northern Ireland. This seminar series is facilitated by the Equality Commission on behalf of the Irish Congress of Trade Unions.

All equality law seminars take place in the Irish Congress of Trade Unions, 45-47 Donegall Street, Belfast BT1 2FG between 10.30 – 12.30pm.

Introduction to the Disability Discrimination Act 1995 **Thursday, 17th October 2019**

This is a general introduction to the law that bans disability discrimination against disabled employees and job-seekers; providing a broad overview of the subject. As part of this seminar we will also touch on the most important element of the Disability Discrimination Act (DDA); namely the reasonable adjustment duty that it imposes on employers. For example, it will discuss how the duty may apply to absence management procedures.

Introduction to the employment anti-discrimination laws **Wednesday, 5th February 2020**

This is a general introduction to the laws that ban discrimination in employment; providing a broad overview of the subject. It would be particularly suitable for people with little or no previous knowledge of the subject.

Expecting Equality - A short seminar examining the rights of employees who are pregnant or who are new mothers **Thursday, 21st May 2020**

In January 2015 the Equality Commission for Northern Ireland began a formal investigation to examine the employment experiences of pregnant workers and mothers in Northern Ireland. This investigation was deemed appropriate and necessary in light of the volume of enquiries received by the Commission regarding potential pregnancy and maternity discrimination and the growing body of research highlighting the persistence of discriminatory treatment experienced by pregnant employees and mothers.

The Commission's findings were published in a report called Expecting Equality.

This session will provide an overview of the investigation's findings as will outline the rights, under employment and equality law of the affected employees.

An Introduction to the Industrial Tribunal System

Thursday, 30th April 2020

In this session, participants will be provided with an overview of the Industrial Tribunal System, its purpose, how it functions and what trade union representatives need to know when advising members. Please note that this session is suitable for those completely new to the tribunal system.

At the end of the session, participants should have an understanding of the following:

- What the Industrial Tribunal is and how it functions
- The processes around bringing a case including:
 - time limits,
 - understanding and completing paperwork
 - interpreting paperwork from employer's side
- understanding and preparing for the case management process – when, what and how it happens
- progressing your case after the case management meeting
- preparing for the full hearing
- cost implications.

All seminars are free. To book a place or get further information:

contact the ICTU office on 028 9024 7940 or contact tony.gallagher@ictuni.org

www.ictuni.org

'I know I speak for myself and colleagues when I say that I've found the seminars very useful, as ever'



www.ictuni.org



www.equalityni.org



www.lra.org.uk