

Product Specification: MDI

Managing Dismissals

Overview

Many employers seem to be scared to dismiss staff, fearing that a Tribunal claim will follow. This practical course with case studies will dispel the myth that staff cannot be dismissed and will equip any business owner or HR professional with the knowledge of how to go about effecting a fair dismissal. With the increase in the qualifying period for unfair dismissal claims rising from one year to two years from April 2012 this area of managing staff will be high on the agenda.

The seminar will cover:

1. When an unfair dismissal claim can be brought
2. The procedure to adopt before and after dismissal
3. Practical tips for dealing with:
 - Conduct
 - Capability
 - Redundancy
 - Retirement
4. How to defend an unfair dismissal claim

Who Should Attend?

Small business owners and managers who have responsibility for dismissing staff, HR professionals wanting practical guidance on dismissals



Learning Outcomes

- Understand the law of unfair dismissal
- Obtain practical tips of how to go about dismissing an employee
- Understand the procedure to be adopted before and after dismissal

Symposium Training Contact Details

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Sample Programme

9:30 – 10:00 /
13:30 – 14:00 Registration and coffee

10:00 – 10:45 /
14:00 – 14:45 Unfair dismissal – the legal framework

10:45 – 11:15 /
14:45 – 15:15 Conduct dismissals

11:15 – 11:30 /
15:15 – 15:30 Coffee and Tea

11:30 – 12:00 /
15:30 – 16:00 Capability dismissals

12:00 – 12:30 /
16:00 – 16:30 Redundancy dismissals

12:30 – 12:45 /
16:30 – 16:45 Retirement dismissals

12:45 – 13:00 /
16:45 – 17:00 Defending unfair dismissal claims