

Employment Law and Sickness Absence Management Highlights

The Equality Bill

Hempsons Solicitors' **Andrew Davidson** considers the impact of the new Equality Bill on employment practice. Focusing on what employers need to do now to ensure they comply, he highlights the main provisions of the Bill and how employers can confidently prepare for them.

Return to Work Interviews – Do's and Don'ts

Head of Employment at Hammonds, Midlands, **Teresa Dolan**, advises on the right questions to ask in order to identify the best options available to employers. Highlighting examples of best practice for dealing with both long and short term absences, she also covers the legal pitfalls to avoid.

Health & Safety Breaches – Disciplinary Action

Breaches of health and safety rules can be difficult for employers to deal with, including the appropriateness of taking disciplinary action and what form that action should take. Weightmans' **Laura Kearsley** offers some useful pointers on correctly dealing with such issues.

Managing Psychological Sickness Absence

Anglian Water has run successful initiatives to reduce psychological sickness absence. Occupational Health Manager **Sonja Schwarz** explains how to implement a safe return to work policy in a proactive manner, with the aim of helping the employee and reducing unnecessary sickness absence.

Long Term Sickness Issues

Bevan Brittan LLP's **Sarah Michael** provides a practical legal perspective on employment issues arising from the management of long term sickness absence. In particular, she discusses disability discrimination and how to avoid it, redeployment and the interaction of sick leave and holiday entitlement.

New Agency Worker Regulations

By October 2011, temporary agency workers will be entitled to equal treatment. Eversheds LLP's **Mark Hammerton** explains the key aspects of the Agency Worker Regulations, affecting around 1.5m people currently working in the UK across all sectors, including the scope, definitions and impact of the new legislation.



Andrew Davidson



Teresa Dolan



Laura Kearsley



Mark Hammerton

- The Equality Bill – The Implications *Tues 9.15am*
- Employment Issues Relating to the Management of Long Term Sickness Absence *Tues 11.30am*
- Agency Workers Legislation *Tues 12.00pm*
- The Top 10 Do's and Don'ts for Return to Work Interviews *Tues 12.30pm*
- Disciplinary Action Following Health and Safety Breaches *Tues 4.40pm*
- Managing Psychological Sickness Absence *Wed 4.10pm*