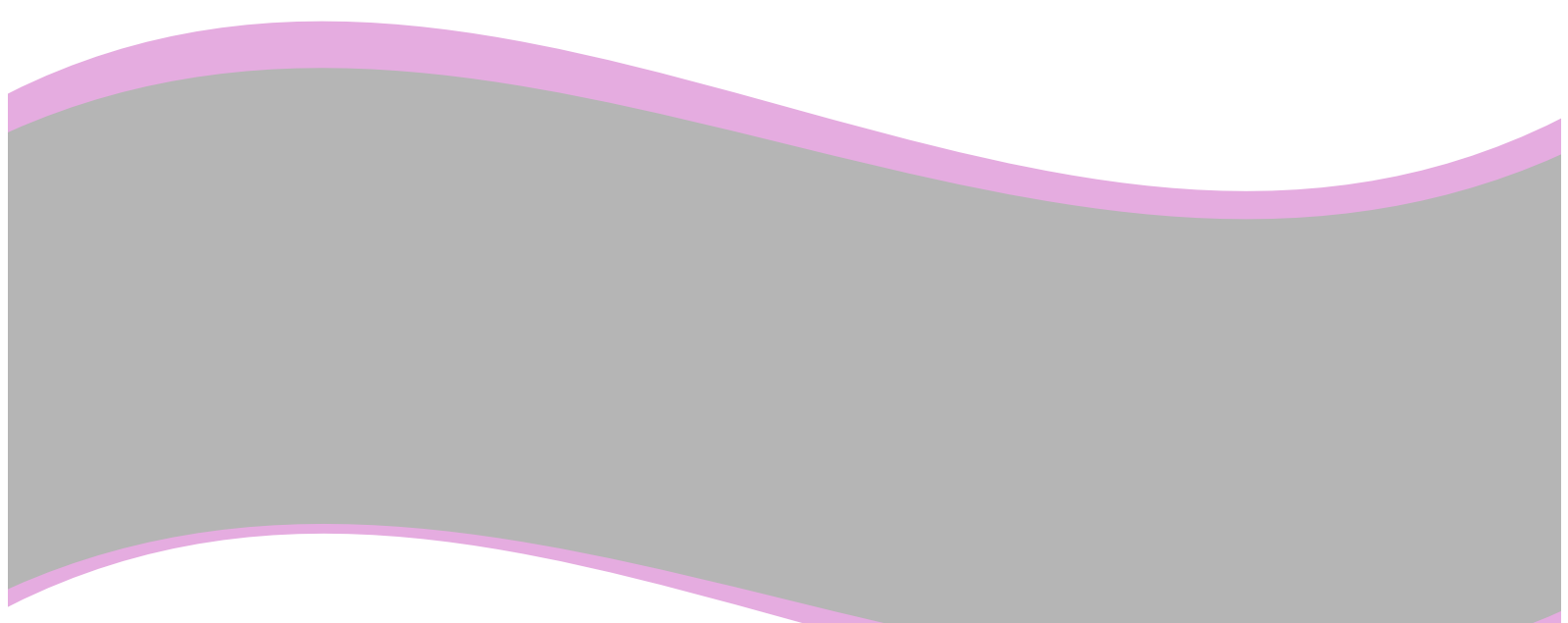




Employment Law
Exchange

Being a member of the Employment Law Exchange

Information Pack





About the Employment Law Exchange (ELE)

The Employment Law Exchange (ELE) is a unique club. It has existed for over 30 years. There are, of course, many other ways you can get information about developments in employment law and related topics, such as from newsletters, journals, lectures and blogs, but ELE is designed to provide a 'wrap round' and on-going service for members, which is built on sharing and collaboration. We have our regular half-day meetings where we consider legal changes and likely future developments, which combine information with quizzes, case studies and other activities. We generally use members' premises for our meetings on a rotating basis and between meetings we have newsletters and special sessions with topical speakers.

What we cover in the Information Pack

1. An introduction to the Employment Law Exchange (ELE)
2. How important is knowledge of the employment law and keeping up to date?
3. What you get for your membership – the core benefits?
4. Who presents the sessions?
5. What you get for your membership – wider benefits?
6. Membership Fees



1. Introduction to the Employment Law Exchange (ELE)

Would you like to belong to and participate in a unique club of senior HR professionals dedicated to keeping in touch with recent developments in and future plans for employment law? The idea is a simple one: It is, though, 'tried and tested' after many years of operation. We know that you can keep up to date through checking out websites, HRM journals, perhaps attend conferences or lectures. Our approach is to provide maximum opportunities for questioning, debate and practical applications, all considered within a relatively small group.

We meet for a morning 7/8 times a year. Each session deals with legislative and case-law developments, new laws in the 'pipeline' and has a 'Special Topic' for more detailed, practical analysis, such as Recruitment, Pay, Performance Management, Absence from Work, and Health, Safety and Wellbeing. Members can also benchmark their knowledge through exercises, case - studies and other problem solving activities at each session.

The sessions open with refreshments and usually an opportunity to test your knowledge of an area of employment law through an exercise or quiz. They end with a buffet lunch and a time for further discussion and networking. In addition, at some sessions we have a high profile speaker over lunch that will deal with an interesting and perhaps controversial aspects of employment law/ people management.



Recently, ELE has moved to a collaborative model whereby meetings are often held



at member's promises, giving an opportunity to learn more about each other's work and workplace. ELE is deliberately kept small in numbers, so that we can maximise time for discussion, the sharing of both queries and good practice and generally thrive in a relaxed, informal atmosphere.

*One unusual feature of ELE is that we support a young star of UK Athletics – **Niamh Emerson**. She is currently World Junior Heptathlon Champion, European Indoor Pentathlon Silver Medallist and Commonwealth Games Bronze Medallist.*



2. How important is the knowledge of Employment Law and keeping up to date?

The simple answer has to be "Very important". We learned from Covid – 19 just how fundamental for HR management have been the contract of employment, especially its variation, disciplinary procedure, issues of wellbeing, redundancy and health and safety law, the last of which has been somewhat low profile in recent years.



Recently, we have seen not only the expansion of, for example, family friendly rights, and equality laws, considerably increased employers' responsibilities for employment documentation and a range of measures impacting on freelance and gig employment, the last of which have raised the thorny question of defining employment status! And, as we all know, issues around flexible working, data protection and privacy have become more prominent.

The Taylor Report of 2017 led not only to the expansion of legal protections and reform of areas of law such as agency working, but also reflected reform of the enforcement of employment law. This includes through 'naming and shaming' law-breakers and requirements to report on the gender pay gap. It is also important that although the 2016 EU membership referendum saw a vote to leave, EU employment law remains binding on us until repealed. Additionally, we remain subject to decisions of the European Court of Human Rights.

Despite law reform, it is likely that the main legal issues will continue to be around recruitment, performance management, termination and issues such as dealing with health and wellbeing. However, at time of writing (2020) there is already a significant amount of proposed new legislation on employment making its way through the UK's law – making processes.

It is therefore clear that failing to get the law 'right' can not only cause problems for the employing organisation, in terms of time, money and disruption, but can jeopardise business reputation and advantage. And, as we know most disputes are extremely divisive and disruptive, including for HR professionals.



3. What do you get for your membership of ELE?

Core benefits of membership

- a) Regular half – day meetings (See page 3-4)
- b) Supporting documentation with key source materials
- c) The ELE Guides to core areas of employment law
- d) Gavel, the ELE newsletter
- e) Occasional expert guest speakers
- f) Learning about employment law in a relaxed and convivial environment

If you decide to become a member you will be part of an expert group of HR practitioners, many of whom have been members for years. They value the opportunity to explore the practical implications of law and to 'feel on top of it'. If you are unable to attend a meeting, you can send a colleague, who may anyway be in a better position to appreciate the 'Special Topic' of each meeting such as 'Pay' or 'Dismissal'. As well as meetings, membership entitles you to receive our Newsletter- '**Gavel**', which aims to fill the larger gaps between meetings.





We also have a supportive website (www.employmentlawexchange.co.uk) where fellow members, share or comment on HR documentation etc. Materials can be downloaded from the site and, if helpful, customised for use in your own organisation.

4. Who presents the ELE sessions?

The main presenter is **Professor Patricia Leighton**, a well-known and highly experienced employment lawyer. As well as being a researcher, writer and having her own consultancy, she acts as an advisor to policy and law-makers in the UK and overseas and to wide range of professional and regulatory bodies. She is the author of nineteen books and is a regular contributor of articles for leading journals. Most relevantly, she is totally committed to delivering a full and practical understanding of employment law to ELE members.



As well as being a regular presenter at conferences and meetings and also acting as a consultant to a wide range of organisations she is closely involved in employment law policy development. For example, in 2020 she acted as an expert for the House of Lords when they were considering proposals impacting on the self-employed. In addition, she has a small legal practice on employment matters.

5. Wider Benefits of ELE Membership

As well as being a member of a relatively and deliberately small group that meets on confidential bases there are some wider benefits.



Members have access to a Member Zone via a password. The Zone contains a wide range of legal and other materials that can be downloaded, and if wanted, customised for use in your workplace. Amongst the materials that can be downloaded is the ELE Guide to Legal Sources. Members seeking the views of fellow members on a specific workplace issues or dilemma, can post it in the Member Zone. The Members Zone therefore operates as a confidential 'chatroom'.

6. ELE Membership

The fees are inclusive of all the facilities referred to above. The payment year runs from 1st January to 31st December, though people can join at any time during the year making a pro rata payment, the first session being free as a 'taster'. All our meeting dates and topics are promoted on our website and regularly updated to deal with the changes in employment law that may be of your interest.

As the meetings in the year 2020 were conducted in Zoom and did not involve refreshments, for the year 2021 we are offering around 15% reduction.

For the private sector, the annual fee is £1,500 (£1,750 normal fee)

For the public and voluntary sector, the annual fee is £850 (£1,000 normal fee).

Our website: www.employmentlawexchange.co.uk

Email us: info@employmentlawexchange.co.uk



How Does *Your* Knowledge Rate?

So, how would your knowledge of employment law be rated? If you would like to know, complete the quiz www.employmentlawexchange.co.uk/information-pack and forward it to the ELE email to find out how you rate.

Email the completed quiz to Info@employmentlawexchange.co.uk