



A&R Mock Tribunal Seminar

A half day course for HR professionals and managers who deal with staff issues

The Scenario

Ex-Employee: “I had worked for my employer for 10 years when I injured my back at work and had to take time off. Instead of supporting me on my return, my employer refused to give me any more overtime work and failed to make the adjustments to my role that the company doctor recommended. When I went off with stress because of their treatment of me, they decided to terminate my employment.”

Ex-Employer: “When Rebecca went off with back problems we took occupational health advice to ensure that we complied with our legal duties towards her. We removed duties that might aggravate the injury, as recommended by the doctor, which included her overtime duties. When Rebecca subsequently went off with stress, and showed no sign of returning to work, we followed a fair procedure and dismissed her on grounds of incapability.”



Was Rebecca dismissed unfairly? Was she subjected to disability discrimination?

Course Outline

This half day course, held either at your premises or at a venue of your choice, is designed to arm you with the information you need when faced with an employment tribunal claim. In particular, it is designed to provide HR professionals and managers with a clear understanding of what happens at a tribunal hearing.

The session involves a mock tribunal case, with commentary, so that you can experience what a tribunal hearing is like in practice. The hearing involves claims for unfair dismissal and disability discrimination, and addresses matters such as the disclosure of documents, giving witness evidence and how the tribunal reaches its judgment.

We ask you to reach a decision at the end of the case: guilty or not guilty?

To Book the Course

The cost of the course is £1,500 plus VAT and travel. We provide 3 members of the team to present the mock tribunal, and will need 4 volunteers from you to take the roles of the witnesses (scripted roles – no acting experience required!). If you would like us to tailor the scenario to fit your industry and incorporate your own sickness absence procedure, we can arrange this for an additional cost.

If you are interested about booking the course, or would like further information, please contact Amy Richardson at amy.richardson@adams-remers.co.uk or on 01273 403252.

www.adamsandremers.com

COURSE FACILITATORS



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