

ACAS Events



Supporting Social Care
providers in Surrey

Two Free Seminars Funded by Adult Social Care Grant and ACAS



Discipline and Grievance – A New Approach

Sessions to be held on Tuesday 17th March 2009 at Leatherhead Golf Club, Kingston Road, Leatherhead Surrey KT22 0EE

Session 1: Arrivals 9:45am Start 10:00am finish by 12:30pm
(includes Q&A session)

Session 2: Arrivals 1:45pm Start 2:00pm finish by 4:30pm
(includes Q&A session)

Who should attend?

CEOs, HR managers, owner managers, supervisors, line and staff managers.

Forthcoming non-statutory guidance and the new Acas Code of Practice

The existing law dealing with problems at work is due to be replaced by a simpler less prescriptive system, based on the provisions of the Employment Act and subject to the completion of the parliamentary process. It will no longer be necessary to follow the current 3-step process for discipline and grievance issues. Moving forward, tribunals will make decisions on the basis of what is "fair and reasonable".

Acas, the employment relations service, will be producing a revised Code of Practice. Together with non-statutory guidance this will establish what employers and employees should do regarding discipline and grievance issues. If this is not followed there may be financial penalties.

The revised system will offer greater flexibility to solve problems informally. This should result in time and financial savings as well as reducing the stress of going through an employment tribunal.

Learn how the forthcoming changes will affect your business from Acas briefings that cover the key elements of the new approach.

Each free short session will cover:

- The role of Acas
- The effects of the repeal of the statutory procedure including:
 - Repeal of the 3-step procedure
 - Removal of fixed periods of conciliation
- The new dispute resolution framework including:
 - A new pre-emptive pre-claim conciliation service
- The new Acas Code of Practice
- Unfair dismissal and reverting to *Polkey* (case law)
- The likely form of Acas guidance and its significance
- Penalties for non-compliance
- What mediation is, when to use it and the benefits of doing so



Supporting Social Care providers in Surrey



ACAS SEMINARS Registration Form												
REGISTRATION DETAILS: (please complete one form per delegate and print clearly)												
Title:		Firstname:		Surname:								
Job Title:												
Company Name:						Business Email:						
Tel:					Fax:							
Address:												
							Postcode:					
Do you have any special access/other requirements												
I would like to book a place on <i>(Please tick which session you would like to attend):</i>												
Session 1 Discipline and Grievance - A new Approach Arrivals 9:45am Start 10:00am finish by 12:30pm				<input type="checkbox"/>	Session 2 Discipline and Grievance - A new Approach Arrivals 1:45pm Start 2:00pm finish by 4:30pm				<input type="checkbox"/>			
Type of organisation ie Limited Company/Trust/Partnership/Sole Trader etc)												
Type of Service		Care with Nursing	<input type="checkbox"/>	Care Home	<input type="checkbox"/>	Domiciliary Care	<input type="checkbox"/>	Supporting People	<input type="checkbox"/>	Other	<input type="checkbox"/>	
If other please specify												
Client Group	Older People	<input type="checkbox"/>	Learning Disability	<input type="checkbox"/>	Adults with Disabilities	<input type="checkbox"/>	Mental Health	<input type="checkbox"/>	Children	<input type="checkbox"/>	Other	<input type="checkbox"/>
If other please specify												
Status		Private	<input type="checkbox"/>	Charitable	<input type="checkbox"/>	Voluntary	<input type="checkbox"/>	Not for Profit	<input type="checkbox"/>	Other	<input type="checkbox"/>	
If other please specify												

Please return your completed registration form to: Lisa Mack, SCA Ltd, Briar Dene, Guildford Road, Runfold, Nr Farnham Surrey GU10 1PW. All registration forms received will be acknowledged via email and bookings confirmed via email.

Please note places will be offered on a first come, first served basis.

More information on all events is available from the 'What's On' on our website www.surreycare.org.uk