

Avoiding Unfair Dismissal Claims Essential Facts

The Employer's Handbook has established itself as a source of reliable, unambiguous guidance for all small- to medium-sized employers, clearly identifying the legal essentials and best-practice guidelines for effective people management. The book is a comprehensive source of hands-on advice on the increasingly complex legal framework now governing UK employment law, including guidelines on age discrimination legislation and the latest employment tribunal procedures. Coverage includes: recruitment, contracts, benefits, performance management, maternity and paternity rights, personnel records and data protection, terminating employment, and ensuring the health, safety and welfare of employees and pension obligations. It also provides access to a unique set of downloadable templates, forms and policy documents for dealing with key employment issues.

The field of human resource management changes rapidly. Following the recession, new approaches are needed to succeed in a highly competitive global market place, and HR managers now draw on disciplines such as business strategy, marketing, information systems and corporate social responsibility to meet the need for functional interdependence. Essentials of Human Resource Management, 6th Edition uniquely provides a strategic explanation of how established human resource policies can be adapted to meet new challenges. In addition to a thorough exposition of the main policy areas, this comprehensive text offers an introduction to organizational behaviour studies, incorporates relevant aspects of employee relations, and presents an overview of employment law. This new edition shows how HR managers can: Meet the challenges of international competitiveness through organizational agility. Develop policies in talent management, total rewards and employee engagement. Utilize new technology to improve the efficiency and effectiveness of HRM Balance business demands with corporate social responsibility Written in an accessible manner, Essentials of Human Resource Management acts as an introduction to the subject for undergraduate students on HRM courses, as well as for postgraduate students on MBA programmes, and it will also be a valuable reference source for line managers. A companion website supports this text with further materials. Interesting, clear, and applied, BUSINESS LAW TODAY, THE ESSENTIALS: TEXT AND SUMMARIZED CASES, 11E is a concise guide to the law and what it means in the business world -- from contracts and secured transactions to warranties and government regulations. Easy to understand with an engaging writing style that is matched by vibrant visuals, BUSINESS LAW TODAY: THE ESSENTIALS includes coverage of contemporary topics that impact not only the business world, but also the reader's personal life. The book examines timely issues, such as the financial crisis and its impact on business law, identity theft, immigration law, and diversity issues. Fascinating features and intriguing cases highlight the practicality of the concepts highlighted in the book. Important Notice:

Media content referenced within the product description or the product text may not be available in the ebook version.

Employment Law Essentials is a clear and concise study and revision guide for students. It contains all the essential information students need when preparing for exams and includes useful summary sections of essential facts and essential cases. An invaluable text which students can use to gain a quick understanding of a new subject, to help them through a course, or as an aid to revision for exams. This book is also an excellent resource for those who need to refresh their knowledge of employment law.

Managing dismissals fairly is a crucial part of human resources management and one where both practical and legal advice and information are essential. Recent years have seen an exponential increase in unfair dismissal claims and employment tribunals, with media coverage of these cases drawing attention to organisations that demonstrate bad practice and dismiss unfairly. It is becoming increasingly necessary for those responsible for managing dismissals or providing employment law advice to have access to reliable and up-to-date guidance that can help them with this difficult area. Tolley's Managing Dismissals contains guidance and advice on dismissing employees and the legal implications of doing so. It also includes troubleshooting guidance for when a dismissal does not go to plan, and for handling an unfair dismissal claim. .

Features well-structured case scenarios, using a central character to guide you through all potential situations . Brings you up-to-date with the latest legislation and guidance, and includes coverage of the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2001 . Shows how the increase in compensation limits affects dismissal tactics . Organised from a user's perspective to make it easy to find advice on specific situations . Contains practical documents that can be easily adapted for any situation, including sample contracts of employment and a sample compromise agreement Tolley's Managing Dismissals is the complete reference guide to the practical and legal implications of all forms of dismissal. It will enable anyone to confidently handle or advise on any dismissal using best practice and avoid the hazards associated with this critical and daunting area of the law.

This textbook is aimed at students taking the CIPD professional qualification. It has been fully revised and rewritten to take account of the new academic standards that will be taught from September 2002.

Part A 1 The Basic Questions - Why does labour law change so much? - How do I work out my terms and conditions of employment? 2 Employee or Independent Contractor? - Why the nature of the working relationship is important - Test for determining the nature of the working relationship - Further cases on employment and independent contracts - Unfair and sham contracting - Further measures and contractor reforms 3 Common Law Issues - Common law duties - implied by common law into the employment relationship - Restraint of trade - Policy documents - can they form part of the contract of employment? - Further cases

(on inclusion of terms) Part B 4 National Employment Standards, Modern Awards and Enterprise Bargains National Employment Standards (NES) - Modern awards - Enterprise bargains - Key aspects of bargaining in further detail - The bodies that administer the system - Transfer of business - Concluding remarks 5 Termination of Employment - Wrongful dismissal and further common law (termination) issues - Unfair dismissal under the Fair Work Act - Substantive unfair dismissal provisions - Procedure and remedies for dealing with unfair dismissal - Unlawful dismissal; avoiding a proliferation of claims; and the general protections (adverse action) Part C 6 Trade Union Law - Registered Organisations & Trade Union Governance - Freedom of association - Strikes - Good faith bargaining under the Fair Work laws - Trade union security measures - right of entry - Further issues in Trade Union Law and Governance - and further readings 7 Constitutional Issues - Heads of power - National system: issues arising 8 Allied Areas of the Law - Discrimination in the workplace - Superannuation and taxation - Public service employment law - University employment law - Workplace health and safety - Intellectual property 9 Future Issues and Directions? - Globalisation and labour law - Concluding remarks.

Resourcing and Talent Management is the essential companion for the CIPD Level 7 Advanced Resourcing and Talent Management module. Mapped to the CIPD unit, this textbook offers broad and accessible coverage of topics such as employment markets, flexibility, fairness, diversity, human resource planning, recruitment, employer branding, retention and retirement. Dismissals and redundancy are also discussed in depth. This fully updated 6th edition of Resourcing and Talent Management includes more international content and examples, content on technological developments including e-recruitment and resourcing through social media and increased coverage of ethics and CSR. Its comprehensive scope makes it ideal for those studying any resourcing, talent management or recruitment and selection module. Online supporting resources for lecturers include an instructor's manual, lecture slides and feedback on exercises in the book. Student resources include web links for each chapter.

Employment Law in Context combines extracts from leading cases and articles with insightful and sophisticated author commentary to provide the reader with a full critical understanding of employment law. As well as providing a thorough grounding in individual labour law, this title offers the reader detailed analysis of the social, economic, political, and historical context in which employment law operates, drawing attention to key and current areas of debate. An innovative running case study contextualises employment law and demonstrates its practical applications by following the life-cycle of a company from incorporation, through expansion, to liquidation.

Numerous reflection points and further reading suggestions are woven throughout the text to support the development of critical thinking skills. This book is accompanied by an Online Resource Centre, offering the following features for students: - three additional chapters on collective labour law - twice-yearly updates to changes in cases and legislation - annotated web links to key online resources - flashcard glossary - author video podcast The following features are available to lecturers: - PowerPoint slides - figures from the book

A best practice guide to terminating employment in light of the fair Work Act 2009.

Terminating employment can be an emotional and legal minefield, for both the employer and the employee. This guide explains when and how an employer can justifiably terminate employment for a range of reasons, including poor performance and redundancy.

This book contains checklists compiled by the CMI's experts on the aspects that are most crucial to the processes behind how you get the most from those you have to manage and work with, and how you deal with them when things go wrong. The checklists include: Planning the recruitment process; Managing staff turnover and retention; Managing part-time employees; Performance management; Using 360 degree feedback; Evaluating training and learning; Talent management; Training needs analysis; Succession planning; Devising a coaching programme; Understanding organisational culture; Employee engagement; Managing creativity; Implementing flexible working hours; Implementing a diversity management programme; Redundancy: managing the survivors; and Enabling work-life balance. It is all here, from the basics to the more nuanced and difficult to get right, and included among the essential checklists are profiles of leading management thinkers on key topics. Packed with a wealth of case law and legislation, this book will enable you to fully understand the intricacies of this fast-changing subject with ease. With features such as chapter summaries and further reading suggestions, Employment Law is well-suited to support you in your studies. The ninth edition has been fully updated to include coverage of the latest legislative and case law developments, including: issues around shared parental leave; the national living wage; legal developments in the area of non-standard work. Offering comprehensive coverage of all the key aspects of individual and collective employment law in a clear and accessible way, Employment Law is ideal for both LLB and HRM students.

Do you want to protect yourself from all the legal pitfalls in planning, setting up and running your SME? Then let one of the UK's leading law firms guide you through the minefield with this book - the best quick reference to all of those risks and how to avoid them, With a practical approach that takes you from: Pre-start up (Operating structures; Restrictions preventing start up; Corporate finance considerations) Through start-up (Shareholder/partnership agreements and exit strategies; Property/premises issues; Employment of staff, including drafting contracts of employment; Supplier contracts; Customer/client contracts; Protecting IP rights) To practical ongoing SME pitfalls (IP rights and disputes; Owner disputes; HR/employee problems; Health and Safety problems; PI claims and HSE prosecutions; Supplier disputes; Customer disputes including debt collection; Merger & Acquisitions activity including issues related to disposing of a business) This invaluable book could save you from legal and financial disaster: a great value resource for every small to medium business.

Essential Public Affairs for Journalists is the definitive handbook for journalism students looking for a firm foundation in their understanding of central and local government. It guides readers through the constitutional framework and the governing institutions of the United Kingdom before considering the electoral system and the principal political parties. A number of key topics are discussed in turn, including the National Health Service, education, utilities and industry, and social security. The author examines both how these services operate and how they can generate a wealth of informative stories. End-of-chapter features summarize the key points from each chapter, allowing

students to recap on areas that are likely to be examined. "Topical Feature Ideas" support the development of research skills, enabling students to pinpoint the facts they need to write a compelling article. Online Resources Further "Topical Feature Ideas" can be found with the online resources that accompany this book, which also include links to reliable and informative sources.

GPs (doctors) and practice managers confront many issues in staff management. *A Guide to Staff Employment in General Practice* provides detailed procedures for navigating these sometimes difficult issues. At the same time, the book identifies relevant UK law and draws on authoritative advice from bodies such as Acas. Although it contains expert information on employment law, expert knowledge is not required to use this book. It has an easy-to-use style and gives step-by-step guidance throughout. Information is accompanied by meticulous cross-referencing and details of the pertinent employment law are readily available in the appendices. The book accesses current law and good practice, allowing readers to manage any specific issue. The book covers a wide range of topics, including: the employment contract - the key to the many employment rights - and how to change the contract legally; managing disciplinary procedures; performance management (including sickness absence); dismissal; equality; maternity rights; appraisal; workplace stress. The book also contains a chapter on recent developments, such as GP federations and their employment implications. This guide has been compiled by a practice adviser with many years' experience of advising, representing and training GP practices. Not only does the author know how employment law works, but he also knows how general practice works. Readership: GP staff partners, practice managers, HR personnel in (English) Clinical Commissioning Groups, GP trainers who may need an employment manual to take trainees through learning situations; trainee practice managers.

"Honeyball and Bowers' *Textbook on Employment Law* is a concise yet analytical and contextual introduction to this fascinating area of the law. Accessible by virtue of its succinct style and clear layout, yet challenging and critical, the eleventh edition of this book is suitable for students on law and business degree courses, as well as anyone else engaged in the study of employment law. Beginning with a historical perspective and explanation of how and why the law has developed as it has, Simon Honeyball goes on to explore what the law actually is, and the practical and theoretical issues raised by its study and application. The book contains cross referencing to *Cases and Materials on Employment Law* by Painter & Holmes ensuring that these two titles continue to complement one another providing the perfect blend of textbook analysis and the most up-to-date cases and materials. Online Resource Centre This book is accompanied by an Online Resource Centre containing weblinks and author podcasts helping to keep track of developments post publication"--Provided by publisher.

Employment Law introduces the issues involved in the regulation of employees

and their relations with their employers. It explain the framework governing employment contracts, dismissal procedures and redundancy payments. The book also covers TUPE, discrimination law and family friendly legislation. Millions of domestic workers experience exploitation in the privacy of their employers' homes; also in South Africa they are to a large extent beyond the reach of legal protection. This book sums up four years of research on ways of realising their rights. It highlights their essential role, both as care-givers and in enabling their employers to work outside the home. Against the background of the Constitution and international law it examines ways of adapting the legal framework as well as alternative mechanisms, including new forms of organisation, for translating basic rights into effective regulation.

This new edition has been updated to take account of legislative and other developments including the Age Discrimination 2006 Regulations, the Corporate Manslaughter and Corporate Homicide Act 2007, the changes to dispute resolution procedures, and the impact of the Work and Families Act 2006. Written by experts in the field, Human Resource Management: People and Organisations is essential reading for all those studying the CIPD Level 5 Intermediate qualification in HRM. It contains essential coverage of key HR topics including resourcing and talent planning, reward management and contemporary developments in employment relations, making it equally valuable to all students on undergraduate HRM and Business and Management degrees. This 2nd edition of Human Resource Management: People and Organisations now includes three brand new chapters on Human Resource Development; improving organisational performance and organisational design and development as well as additional real-life case studies throughout, ensuring the most comprehensive and up-to-date coverage of people and organisations. Fully supported by online resources including new videos, podcasts and interactive multiple choice questions as well as a lecturer guide and powerpoint slides for instructors, this is an authoritative, informative and engaging guide essential for all HR students

This handbook contains up-to-date information on UK legislation, common law, equity and codes of practice along with other sources such as DTI/Inland Revenue manuals and guides. References to these are included where necessary within each paragraph for ease of access.

Your handy, authoritative guide to small business HR Packed with practical tips and advice on how to handle tricky people situations in the workplace, this friendly guide shows anyone without a ton of HR experience how to correctly—and legally—utilise HR practises within a small business. From hiring to firing, managing performance to leading change—and everything in between—HR For Small Business For Dummies ensures you and your organisation are prepared for whatever may come knocking on your human resource department's door. Written by a team of authors that runs PlusHR—an organisation that provides outsourced HR services to small- and medium-sized companies—HR For Small Business For Dummies offers a thorough and accessible understanding of what

HR is, how it works and what key UK legislation you need to know to resolve issue-led HR problems. Throughout the book, the emphasis is on communication and how you may need to tweak your strategy as your business grows, while special attention is given to how an owner's personal style of leadership and management impacts everyone within a company. Build a recruitment strategy and establish successful HR practises Understand your legal and financial responsibilities as an employer Minimise your growing or shrinking pains—for you and your people Avoid the pitfalls of discrimination, bullying and unfair dismissal If you're an SME owner, director or practitioner who needs to know more about HR issues and how to best resolve them, HR For Small Business For Dummies cuts through the clutter and offers practical, day-to-day guidance on running an effective HR department.

Perfect for: • Bachelor of Nursing students • Diploma of Nursing students • Bachelor of Midwifery students • Bachelor of Paramedicine students • Bachelor of Health science students • Post graduate Nursing and Midwifery students

Essentials of Law for Health Professionals 4e provides students with the information and knowledge necessary to make well-informed and considered decisions about their legal rights and obligations, and the legal rights and obligations of the patients and clients under their care. • Introduces the fundamental concepts and frameworks of health law with clear examples • Focuses on the importance of accurate records, patient confidentiality and the impact of medical negligence • Provides an increased focus on ethical issues, particularly around refusal and/or withdrawal of treatment, guardianship and the manipulation of life • Outlines the obligations and responsibilities in relation to medicines, mental health legislation, child and elder abuse, and explores the management of health complaints • Highlights contemporary issues around National Registration requirements for health professionals. • Revised chapters explaining the roles of government and legal professionals • Chapter 12; Registration and Regulation of Health Professionals reflects the National registration requirements for health professionals • Issues of euthanasia, assisted suicide, mental health, abuse and negligence have been enhanced.

Employment Law 4e is the most complete and accessible introduction to the subject, suitable for students from a variety of backgrounds including HRM and business management. The expert author team combine a wealth of knowledge in teaching, examining, and practising employment law to ensure the reader has a firm understanding of legal principles, in both an academic and professional context. Case exhibits in every chapter illustrate employment law in action, whilst activities test the reader's understanding of the law and its application in the real-world. Together, they enable students to effectively develop their knowledge of current legislation and maximize their learning. In addition, a dedicated chapter on preparing and presenting a case gives the reader a unique opportunity to demonstrate their understanding using a fictional scenario, through which they can gain a greater insight into the challenges faced by those required to prepare

and deliver a case before an employment tribunal. As a result, Employment Law 4e is an essential textbook for students seeking to develop their academic and professional skills, as well as foster their understanding of a subject that directly affects business managers and their employees. Online Resource Centre This book is supported by an integrated Online Resource Centre. For students: - Test your understanding and receive instant feedback with our range of multiple choice questions. - Source relevant and reliable further reading using our publications briefing resource. - Keep informed of changes to the law with our regular updates from the authors. For registered lecturers: - Access additional case studies and questions to support your teaching.

Now in its eighth edition, The Employer's Handbook has established itself as a source of reliable and unambiguous advice for small - and medium - sized employers. The book is a comprehensive source of hands-on advice on the increasingly complex legal framework now governing UK employment law. Presented in plain English, it includes guidelines on age discrimination legislation and the latest employment tribunal forms. It also provides access to free legal updates and downloadable templates, forms and policy documents for dealing with key employment issues, including: recruiting staff; writing contracts; performance management; maternity/ paternity rights; data protection; terminating employment; and working with trade unions. Fully updated for this 2011 edition, The Employer's Handbook clearly identifies the legal essentials and best practice guidelines for effective people management.

This new edition of Business Law has been thoroughly updated and expanded to provide a clear and comprehensive treatment of the key aspects of business law. Changes in working patterns and technology over the last decade have revolutionized the way we work. More people than ever work in white-collar jobs and are unlikely to organize collectively. Other issues such as careers, the long-hours culture, the global economy, an ageing workforce, and changes in employment legislation have completely transformed the working landscape. This long-awaited fourth edition of the Handbook of Employment Relations, Law and Practice (originally published as the Handbook of Industrial Relations Practice) has been revised to reflect these changes. In this comprehensive handbook, a host of acknowledged experts have been brought together to consider all aspects of employment relations. Topics include: the influence of the EU employment relations and the information society unfair dismissal health and safety pay working time and other employment rights alternative dispute resolution managing the employment relationship employment relations in smaller firms trade unions pay and performance sickness and absence training and development managing change. The Handbook of Employment Relations, Law and Practice is an invaluable source of guidance and practical advice for resolving day-to-day issues that arise in the workplace. Practitioners, students and managers alike will find it an essential tool that they will refer to again and again.

This practical book helps employers and their legal advisers determine when it is justifiable to dismiss an employee and take the necessary steps to fulfill legal requirements. It features a unique approach that focuses on pre-dismissal behavior. Unfair dismissal cases are won and lost on the actions of the employers prior to the dismissal. This book maps out the required path to help employers avoid unfair dismissal claims.

Are you an employer worried about employment related claims by employees? Are you an employee whose rights are being infringed or ignored? Employment law can be confusing for both employers and employees alike. There is a huge amount of rules, regulations, laws, directives, case law concerning employment law in Ireland. Even with the best will in the world, it is easy to do the wrong thing. To make a mistake. "Employment Law in Ireland-A Plain English Guide for Employers and Employees" can help because it can save you time and money. And it can reduce the doubts in your mind about your situation. > For Employers and Employees If you are an employer it can save you the expense of defending and perhaps losing a costly claim by an employee. If you are an employee it can help you obtain your employment rights and eliminate the stress of not knowing where you stand. Because it explains what your obligations are as an employer, and what your rights are as an employee. Wide Range of Topics Covered Topics such as unfair dismissal, redundancy, the employment contract, health and safety, what policies and procedures should be in place in the workplace, equality and discrimination, holiday entitlements, part time and fixed term workers' rights, rest periods and breaks, data protection, TUPE (transfer of undertakings) regulations, temporary agency workers, young persons in work, performance improvement plans disciplinary procedure-step by step NERA and how they operate, intoxicants in the workplace, maternity leave, other leave entitlements, payment of wages, and more are explained in easy to understand language. Employers are understandably worried about costly claims for unfair dismissal, wrongful dismissal, discrimination, unfair selection for redundancy. This book helps avoid such claims by explaining the correct steps to take to prevent claims and what the employers' obligations are. Many employees too are unsure about their employment rights and are badly treated in the workplace. They have experienced the sick feeling in the pit of their stomach going into work everyday and not knowing whether there is anything that they can do about their treatment. This book aims to give peace of mind and reduce stress for both employers and employees. It also explains the essential terms that should be included in the employment contract and why 80% of cases for unfair dismissal are lost. And it is written by a practicing solicitor who has been an employer in Ireland since 1986. Written in Understandable Language If you are looking for a text book on employment law in Ireland, this is not for you. This is not an academic work. If you are looking for a straightforward reference guide to refer to on a daily basis in the workplace, this book should suit you just fine. Other Topics Other topics covered include the forums for redress of your employment rights, working time,

internships in the workplace and what can go wrong, fixed term contracts, contracts of indefinite duration, employment permits, staff handbooks, the most important policies and procedures to have, without prejudice negotiations, temporary agency workers, etc. If this book helps you as employer avoid one claim or if it helps you uphold just one of your employment rights it will have proven to be one of the best investments you have made this year. Written by a Solicitor Terry Gorry is a solicitor, small business owner and has been an employer in Ireland since 1986. He helps other small business owners and their employees.

This course book contains sections on the nature of management and leadership, organisational structure and culture, motivational theories and aspects of working with others, including teamwork, groups and group dynamics. It provides a comprehensive overview of the key topics in this increasingly relevant area of business theory. Features include summary diagrams, worked examples and illustrations, activities, discussion topics, chapter summaries and quick quizzes, all presented in a user friendly format that helps to bring the subject to life.

The Employer's Handbook has established itself as a source of reliable, unambiguous guidance for for all small- to medium-sized employers, clearly identifying the legal essentials and best-practice guidelines for effective people management. The book is a comprehensive source of hands-on advice on the increasingly complex legal framework now governing UK employment law, including guidelines on age discrimination legislation and the latest employment tribunal procedures. Coverage includes: recruitment, contracts, benefits, performance management, maternity and paternity rights, personnel records and data protection, terminating employment, and ensuring the health, safety and welfare of employees. It also provides access to downloadable templates, forms and policy documents for dealing with key employment issues.

Succinct in its treatment of the fundamentals, and interwoven with contextual explanation and analytical consideration of the key debates, Honeyball and Bowers' Textbook on Employment Law continues to provide readers with an accessible account of the subject. Including chapter introductions and new end-of-chapter summaries, students of employment law are guided through the intricacies, while further reading suggestions assist with independent research and essay preparation. The critical elements of individual and collective employment law are considered along with treatment of the relationship between UK and EU law, to give readers a wider view of the issues.

"This book not only seeks to develop an acceptable definition of stress and how it relates to the workplace, but also gives practical advice on preventative and coping strategies." From the Foreword by John Monks, General Secretary, Trades Union Congress Stress can have a devastating impact at a personal and financial level. The sources of modern day stress are wide ranging and its manifestations damaging to employees and employers alike. Yet once the reality

of the problem is recognised, it is possible to implement effective tactics to identify and limit the negative aspects of stress. Compassion alone, however, is not sufficient. What is required is a full understanding of the increasingly sophisticated professional advances made, both in working practices and through legislation, to combat the problem. Professionals on Workplace Stress provides such an understanding. It is written by an expert team consisting of a: business adviser psychologist human resource manager occupational physician lawyer, and victim who link their combined skills and knowledge to offer an overall strategy to manage stress at work, providing the essential facts for all businesses, advisers and employees who wish to protect against the effects of stress and maximise the potential of the workforce. Alex Roney was Legal Counsellor at the London Chamber of Commerce from 1973 to March 1997 and now works with the market research team at Winmark Ltd. Cary Cooper is currently Professor of Organizational Psychology in the Manchester School of Management and is Pro-Vice-Chancellor (External Activities) of UMIST. This work addresses a very important issue, and one that has become more important in the light of the Disability Discrimination Act of 1995. Since the introduction of the Act the law requires all organizations employing 15 or more people not to discriminate unfairly against disabled applicants and employees, and to provide "reasonable adjustments", with all that this implies. This volume points out how the legislative changes affect companies, and the practical steps that need to be taken, from the top of the company downwards, to ensure minimum disruption and maximum benefit. This new edition also includes the full text of the Disability Rights Commission Act 1999, which will strengthen the legislature even further.

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