

Latest developments in employment law for strategic HR leads

Wednesday 8 May

Online event

Programme

Sessions will be led by colleagues from Eversheds Sutherland

10:00 Welcome and introductions

10.05 Session 1

- **Recent and forthcoming legislation** - flexible working, carer's leave, extending redundancy protection, paternity, requesting a more predictable work pattern, preventing sexual harassment, neonatal care leave and pay
 - Questions
- **Industrial relations** – update on the Strikes (Minimum Service Levels) Act, the consultation on education, new public sector check-off rules and any recent case law
 - Questions

10:55 Break

11.05 Session 2

- **Holiday pay** – outcome of the Government consultations on calculating holiday entitlement for part-year and irregular hours workers, creating a single annual leave entitlement and introducing rolled up-holiday pay - the new Employment Rights (Amendment, Revocation and Transitional Provision) Regulations 2023 and Government guidance
 - Questions
- **Changing terms and conditions of employment** – the outcome of consultation on “fire and re-hire” and the updated draft Code of Practice
 - Questions

11:55 Break

12:05 Session 3

- **Freedom of Speech** – recent case law on belief - what are the learning points and practical issues? The latest developments on the Higher Education (Freedom of Speech) Act and the OfS consultations
 - Questions
- **AI** - the increasing capability and use of generative artificial intelligence (GenAI) brings new opportunities while also raising a number of important legal issues for institutions such as diversity and discrimination, data security and privacy, intellectual property and employee relations
 - Questions

12.45 Session 4 (10-15 mins)

- Q&A Surgery on recent employment law issues

1.00 Close