

SPVS Snowscene 2017

James Cronin Bsc PGDL LLM

Eightlegal (Employment Law & HR Support for vets)

What Vets really need to know about Employment Law – Seven Secrets for the Profession

Lecture 1. Recruitment, the law and best business practice

- Probationary periods
- Anti-discrimination law
- Interviews and the law
- Fixed term contracts

Lecture 2. Contracts of employment

- Important clauses
- Restrictive covenants, the reality
- Cpd and recovery
- Notice periods
- Managing discipline

Lecture 3. Managing performance –it's all about attitude

- Is it you or them?
- Setting time limits
- Are you putting it off?
- What about illness and depression? Anti-discrimination law.

Lecture 4. Saying goodbye, removing the deadwood

- Why following the law doesn't really work
- Without prejudice meetings
- Negotiating an exit

Lecture 5 How to create an elite team

- Strategic HR planning- the five-year plan
- Who stays and who goes?
- Aligning business goals with employee goals
- Recruitment revisited.