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Introduction

It is hoped that this brief, but wide ranging, introduction to employment law is accessible not only to the student but also to the layperson. The book attempts to embrace the whole complex legislative framework of employment law.

One of main areas of change in relation to employment law has been the introduction of the 2004 Civil Partnerships Act which affords the same employment protection to same-sex partners as to heterosexual couples. Throughout this book, this should be taken to be the case.

Throughout the book, there are cases that serve to highlight main points of law. There is reference to the 1996 Employment Rights Act, which came into force on 22nd August 1996. This Act consolidated a number of existing Acts, including Employment Protection (Consolidation) Act 1978, Wages Act 1986 and Trade Union Reform and Employment Rights Act 1993.

Industrial Tribunals (1996 ITA) were renamed Employment Tribunals on 1st August 1998 by the Employment Rights (Dispute Resolution) Act 1998. The Employment Act 2002 introduced changes to the Tribunal procedure which will be outlined at the back of the book.

The Employment Relations Act 1999 covering Regulations governing maternity and parental leave becoming effective from December 15th 1999, and has been amended by the 2002 Employment Act, with provisions for parental leave and remuneration becoming effective from April 2003. Other amendments to parental leave have been added.

The Employment Equality (Age) Regulations (EE(A) Regs) 2006 came into effect on 1st October 2006 which outlaw age discrimination in the workplace. This is covered in the chapter on discrimination in the workplace.

Employment law has become increasingly complex and for the person who wishes a basic introduction and who wishes to know something of their rights this book should prove invaluable.