

## Half day training workshop

### How to avoid unfair and constructive dismissals

Managers who understand how to handle employee issues confidently can often prevent them from escalating into grievance issues, harassment allegations or tribunal claims, saving businesses time, money and diversion of HR resources.

Training for managers and HR teams can be the critical difference and Thomas Mansfield offers practical specialist employment law training, which can be tailored to your business requirements.

#### **Suitable for**

Our half day training workshop on how unfair and constructive dismissals claims can arise and is designed for line managers and HR teams who may benefit from a refresher.

#### **Training objectives and outline**

Our aim is to provide participants with a thorough understanding of the key legal issues around unfair dismissal. Focusing on how to costly unfair and constructive dismissal claims, topics covered will include:

- Which employees have a right to claim unfair dismissal
- Qualifying service and important exceptions
- The 5 potentially fair reasons
- Reasonableness in the circumstances
- Vital procedural factors
- When an employee may resign and claim constructive dismissal
- Compensation
- Practical tips

#### **Trainers and delivery**

One of our **specialist employment lawyers** will deliver your training, either remotely or in person, depending on preference and Covid-19 restrictions.

With an in-depth understanding of the law and its practical application, we take an interactive approach. We encourage participation and share practical experiences, using case studies to illustrate issues in practice for discussion in groups with plenary feedback.

#### **Cost**

This half day training workshop (3.5 hours with 15-minute break) is offered to Thomas Mansfield webinar attendees at the discounted rate of £800 plus VAT, for a maximum of 12 delegates per workshop to facilitate discussion and interaction.