

LAW SOCIETY PROFESSIONAL TRAINING

Centre of Excellence for
Professional Education and Training



Termination of Employment Contract Online Course

Date	Available online from date of purchase until 31 December 2021
Mode of Delivery	Online
Fee	€95 (special Covid-19 discounted price)
CPD Hours	5 General (by eLearning)
Event Code	21004

Aim and Objectives

A highly practical and up to date online course designed and delivered by leading experts in the field who share their knowledge and expertise. The course includes a set of detailed papers written by the speakers.

- **Update on Preparing for a Labour Court Hearing**
Caroline Jenkinson, Deputy Chairman Labour Court
- **The Disciplinary Process**
Des Ryan BL
- **Unfair Dismissal**
Catherine O'Flynn, Partner, William Fry Solicitors, Dublin
- **Constructive Dismissal: Recent Trends**
Duncan Inverarity, Partner, A & L Goodbody Solicitors, Dublin
- **Discriminatory Dismissal**
Alastair Purdy, Alastair Purdy & Co., Solicitors, Galway
- **Redundancy, Settlement Agreements**
Richard Grogan, Richard Grogan & Associates Solicitors, Dublin
- **Injuncting a Dismissal**
Marguerite Bolger SC

Chairperson and Speaker

Caroline Jenkinson, Deputy Chairman, Labour Court

Caroline Jenkinson was appointed Deputy Chairman of the Labour Court in September 1998. As Deputy Chairman of the Labour Court she has played a central role in the settlement of industrial disputes throughout all sections of the economy in both the public,

private and foreign direct investment sectors. The Labour Court has transformed over the years from an industrial relations body to the current situation where it is now predominately hearing appeals of Adjudication Officers concerning allegations of breaches of a growing range of statutory employment rights. Caroline has been wholly involved in this expanding adjudicative nature of the functions performed by the Court. Since October 2015, appeals under all employment rights statutes are now referred to the Labour Court, including all cases formerly heard by the Employment Appeals Tribunal. More than 80% of cases referred to the Labour Court are employment rights claims. Adjudication on such cases involves an understanding and appreciation of both Irish and European law, which is reflected in the Determinations issued by Caroline. Prior to her appointment Caroline was Head of the Research and Information Service at Ibec where she specialised in industrial relations, employment law and social policy issues. During her time with Ibec, Caroline represented employers' interests at both national and EU level.

Speakers

Marguerite Bolger SC

Marguerite Bolger is a Senior Counsel specialising in employment law and has appeared in many of the key employment cases in the Irish and European courts. She lectures and publishes extensively on employment law and is co-author of *Employment Equality Law* (Round Hall Press, 2012). She is a founder member, former Chairperson and current committee member of the Employment Bar Association of Ireland, the current Vice Chairperson of the Incorporated Council for Law Reporting of Ireland and a member of the Editorial Boards of the *Irish Employment Law Journal* and the *Employment Law Reports*.

Richard Grogan, Principal, Richard Grogan & Associates Solicitors, Dublin

Richard Grogan specialises in Employment Law, and Taxation of Employment Law Awards and Settlements. He brings over 30 years' experience, specialist knowledge and expertise as a Solicitor and Chartered Tax Advisor to provide a quality and value for money service to his clients. Richard is one of the best known and respected Employment Law Solicitors in Ireland and is ranked as one of the top Employment Lawyers in the country. Richard writes and lectures extensively on Employment Law and Taxation. Richard Grogan – BCL, AITI, Chartered Tax Adviser (CTA), TEP was educated at Blackrock College and went on to study Law at UCD where he obtained an Honours BCL. Richard qualified as a Solicitor in 1979 and later qualified as an Associate of the Taxation Institute of Ireland. Richard was a founding member of the Society of Trust and Estate Practitioners in Ireland and is a member of the Employment Law Association of Ireland and the Dublin Solicitors Bar Association.

Duncan Inverarity, Partner, A & L Goodbody Solicitors, Dublin

Duncan is Head of A&L Goodbody's Employment Law Group and has practiced exclusively in the area of employment law and industrial relations in multiple jurisdictions. Duncan advises public and private sector employers on both contentious and non-contentious matters. He advises board rooms across Ireland and abroad on strategic and complex employment and industrial relations matters. Duncan also specialises in crisis management for clients and has advised on some of the most high profile corporate issues in Ireland. Duncan regularly appears for clients in the Workplace Relations Commission, the Circuit Court, the High Court, the Court of Appeal and the Supreme Court. Duncan also acts for partnerships in mediated settlements and in proceedings in the High Court.

Catherine O'Flynn, Partner, William Fry Solicitors, Dublin

Catherine is Head of William Fry's Employment & Benefits Department. She advises on all contentious and non-contentious employment matters with a particular expertise in equality issues. Catherine also has significant experience advising clients in relation to confidentiality, restrictive covenants and severance related matters. Catherine has acted on behalf of a wide range of commercial clients and also regularly advises senior level executives. Catherine has lectured and written extensively in relation to employment law matters. She is a committee member of the Law Society's Employment and Equality Law Committee and of the American Chamber of Commerce Employment Law Working Group.

Alastair Purdy, Principal, Alastair Purdy & Co., Solicitors, Galway

Alastair Purdy started his early career with the Irish Business and Employers Confederation (IBEC) where he represented major domestic and international companies on all employment law related matters. He has held senior HR positions in industry including being the General Manager HR ACC Bank, the Group Head of HR Dunnes Stores and the World Wide HR Director (Manufacturing) for Analog Devices. He has advised the Government on pay issues and represented the International Labour Organisation overseas. He is the author of a significant number of published articles on employment law and is also the author of a book 'Termination of Employment a practical guide for Employers'. He has advised on a wide number of complex industrial relations disputes. He is a graduate of NUI Galway having obtained both a BA Degree in Economics (1986) and an MA Degree in Economics (1987). Alastair has extensive knowledge of the Multinational sector having worked there for a number of years in Ireland and abroad. He is widely recognised as being one of the foremost experts in Employment Law in this jurisdiction.

Des Ryan BL

Des Ryan B.L. is a practising barrister in the Law Library, specialising exclusively in Employment Law since 2006, and a CEDR-accredited Mediator. He advises on all aspects of Employment Law. Des appears very regularly before the Workplace Relations Commission, the Labour Court, and the Superior Courts.

Des is an Associate Professor and Fellow at Trinity College Dublin where he lectures Employment Law and Tort Law. He is a founding member and current Committee Member of the Irish Employment Law Association. He has published widely and internationally in book, journal article and conference paper form on all areas of Employment Law and gives CPD briefings regularly to members of the solicitors' and barristers' profession, to the judiciary, and to Human Resources professionals.

IMPORTANT

- On receipt of payment, login details will be sent to you by a member of our team via your provided email address. If you have not received login details within 2 working days of your booking please contact us on LSPT@lawsociety.ie or call the Law Society Professional Training Team in Dublin on 01 881 5727
- This course must be completed in full to avail of the CPD hours on offer – a partially completed course will not qualify for any CPD accreditation.
- Solicitors may now complete the entire 2021 CPD requirement of 20 hours online. For more information see www.lawsociety.ie/CPDscheme
- See our website to view our [Privacy Statement](#)
- If you have technical or other queries, contact a member of the team on: LSPT@lawsociety.ie