



## 19 March 2015: HR Breakfast Seminar

*We steer your path through the upcoming changes to employment law and provide an update on recent interesting and relevant case law*

### Introduction

As is often the case, there are changes to employment law that will become effective as of 6 April 2015. Our seminar aims to provide clear guidance and practical tips on how these changes may affect you.

We also run through recent case law as it affects employment and HR.

### What will the session cover?

**Shared parental leave:** This is a subject that has received much press coverage, but seems to cause more confusion than clarity. We will be explaining what the changes mean and how they will work in practice.

**Obesity as a disability:** A recent ECJ judgement has deemed that in certain instances obesity may be determined to be a disability. We explain what this means within the workplace, how the employee's circumstances can be addressed and what you need to do to ensure that their needs are met.

**E-cigarettes and other recent case law topics:** We run through the salient points of some recent case law and ECJ judgements that will affect how we do our work and what policies we need to put into place.

### Who should attend?

Anyone who finds themselves involved with employee-related matters and who is interested in keeping up with legal requirements for small to medium sized businesses.

### Speakers

Kate Marks – Director of **evolutionhr**  
Niki Winsor – Senior Consultant of **evolutionhr**

### When

Thursday 19<sup>th</sup> March 2014  
Breakfast will be provided

### Where

Craftwork Studios, 1-3  
Dufferin Street, London,  
EC1Y 8NA

### Cost

This seminar is  
complimentary

### Schedule

8:15 – 8:30 Arrive and  
breakfast  
8:30 – 9:20 Presentation  
9:20 – 9:30 Questions

### Booking

If you would like to attend,  
please email Niki at:  
[niki@evolutionhr.co.uk](mailto:niki@evolutionhr.co.uk)  
or call:  
**07538044017**

We look forward your  
response and hope to see  
you there.

### Tell a friend

If you know of anyone  
who may want to  
attend this or any of our  
other seminars, please  
provide us with their  
name, company name  
and email address and  
we will ensure they are  
added to our seminar  
mailing list.