

Employment Law Training Courses

Training courses that help grow and protect your business

Miller Samuel Hill Brown

Miller Samuel Hill Brown's ("MSHB") Employment Law Team has recently launched its latest package of training courses on employment law and the latest good practice for employers, HR professionals, and managers.

They can be run face to face or remotely, tailored for your specific business needs, and are led by our specialist employment law solicitors who are leaders in their field.

Our employment law training courses have been developed to make sure business owners, senior executives and HR managers can:

- Keep abreast of the complexed and ever-changing employment law landscape.
- Protect their business from financial loss, reputational damage, and organisational disruption.
- Improve employee engagement, retention while reducing absenteeism.
- Improve the teams and overall business performance.

Our courses are outlined on the following page. If you would like to book a specific course or simply find out more about our training programme then please call us on 0141 221 1919 and ask for our employment team or email on employmentlawtraining@mshblegal.com



Marie Macdonald
*Chairman and Head
of Employment Law*

Our Awards and Accreditations

We understand that what matters most is the advice and support we offer, not the accolades. However, it is still very pleasing to be acknowledged for our efforts. Being recognised for the awards clearly demonstrates that our desire to get to know our clients, build trust and give solutions that make a real difference is working.





Employment Law Training Courses

The courses, which can also be run individually or as part of a package of training, tailored to suit your business, will ensure that you remain up to speed with the latest developments and best practices. They include:

Employment Law for Managers and Business Leaders (minimum 1 day course)

Employment law can be complex, with the legal landscape constantly evolving and changing.

Keeping abreast of legal requirements not only helps to protect your business from potential litigation but can also help you to put in place best practice that will improve your team's engagement and retention, and increase overall business performance.

This course is tailored to managers and business leaders looking for an intense general overview of all aspects of employment law that provides a strong foundation in employment law. It will give updates on recent changes and provide insight into upcoming changes to legislation that will enable your business to stay informed, legally compliant and well prepared.

Managing Discipline and Grievances in the Workplace (full day or 2 half days)

Our training will provide you with the detailed knowledge, skills, and techniques to conduct and manage employee discipline and grievance procedures effectively.

The law requires you to act reasonably in dealing with discipline of employees and in handling any grievances, and failure to do so can lead to unnecessary and costly employment tribunals.

Using our experience and practical knowledge, we will lead you through the pit falls and ensure that you have the confidence and necessary skills to remove the risk to your business.

Performance management (half day course)

Good performance management is essential to get the best outcome for your business and if performance is not managed well, then everyone, from your top managers down to your more junior team members are unlikely to perform at their best.

Our half day performance management training course will ensure you can:

- Spot and improve poor performance;
- Put in place SMART goals for your team;
- Identify and manage the red flags in performance management; and
- Improve your team's efficiency through good management.

Absence Management (half day course)

Our training gives you the confidence to deal with absence management; helping reduce absence in the workplace and helping to increase productivity. It delivers practical advice and guidance on managing short and long-term absence through to medical capability, dismissal, and the law.

It will provide you with:

- Knowledge of key employment legislation and an understanding of roles and responsibilities;
- How to manage employees with absences related to disabilities; and
- Give your managers confidence in handling absence management, and medical capability meetings as well as appeal hearings.

Not only will this course ensure you comply with the necessary employment law requirements, but it will also improve risk management in potentially highly litigious areas such as dismissal.

Equality, diversity, and inclusion (half day course)

The Equality Act 2010 provides legal protection for nine protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Our course looks at the 4 main types of discrimination; direct and indirect, harassment and victimisation and will ensure that you and your management team have the necessary skills and understanding to provide a fully inclusive working environment that removes the risk of disruptive and costly discrimination claims.

Undertaking this training will also help protect your business in respect of any harassment claims. The defence for harassment is that the employer "took" all reasonable steps to prevent the harassment from occurring. This means that an employer has a positive duty to ensure staff are furnished with the relevant information around what constitutes harassment.



A Range of Tailored Courses Built to Your Own Requirements

Looking for a tailored training solution?

We are also able to offer a range of employment law training which is tailored for your specific needs. Whether that is delivering a range of different courses combined to run over a number of months, or a one-off bespoke course to meet a specific identified need, we can sit down with you and develop a training package that works for you.

Simply call us on 0141 221 1919 and ask to speak to one of our employment law solicitors who will be able to provide you with the guidance and help you need.

Prices

We offer a range of fixed prices based on the number of training courses and we would be happy to discuss in more detail.

We would also be happy to discuss a discount if a training programme is required that runs over several weeks or months and can discuss prices for more bespoke training that you may require. Please talk to one of our specialist Employment Law solicitors on 0141 221 1919 for more information on pricing.

"We have worked with Marie MacDonald and her team for several years now. During this time her knowledge, experience, understanding and guidance have been invaluable in resolving both complex and straightforward employment law issues. I can't praise Marie and the team highly enough for the excellent service we receive on every occasion. It is as a result of Marie's dedication and commitment that we only use Miller Samuel Hill Brown for our employment law requirements".

Robert Brown

Director



COMMERCIAL PROPERTY MAINTENANCE SERVICES LTD



About our Employment Team

We are one of the leading national specialist employment law teams, with extensive experience in providing businesses and organisations with a wide range of employment law and HR advice and training.

About Miller Samuel Hill Brown

We have a proud heritage and, with our roots tracing back to 1750, have been supporting and helping business and organisations for well over 275 years.

Today, operating from offices in central Glasgow, but with a global reach, and as the only Scottish member of the international Lawyers network, we are passionate about the work we do, and proud that our clients trust us to give expert, quality advice, tailored to their own unique circumstances that makes a real difference.

Talk to Us About Your Employment Training Needs

If you would like to discuss any training needs or simply would like some more information, then please get in touch.



Dial 0141 221 1919 and ask for our employment team



employmentlawtraining@mshblegal.com

**MILLER SAMUEL
HILL BROWN**
more than just great law