Addressing Workforce Issues in a Recession

Stephen Shore

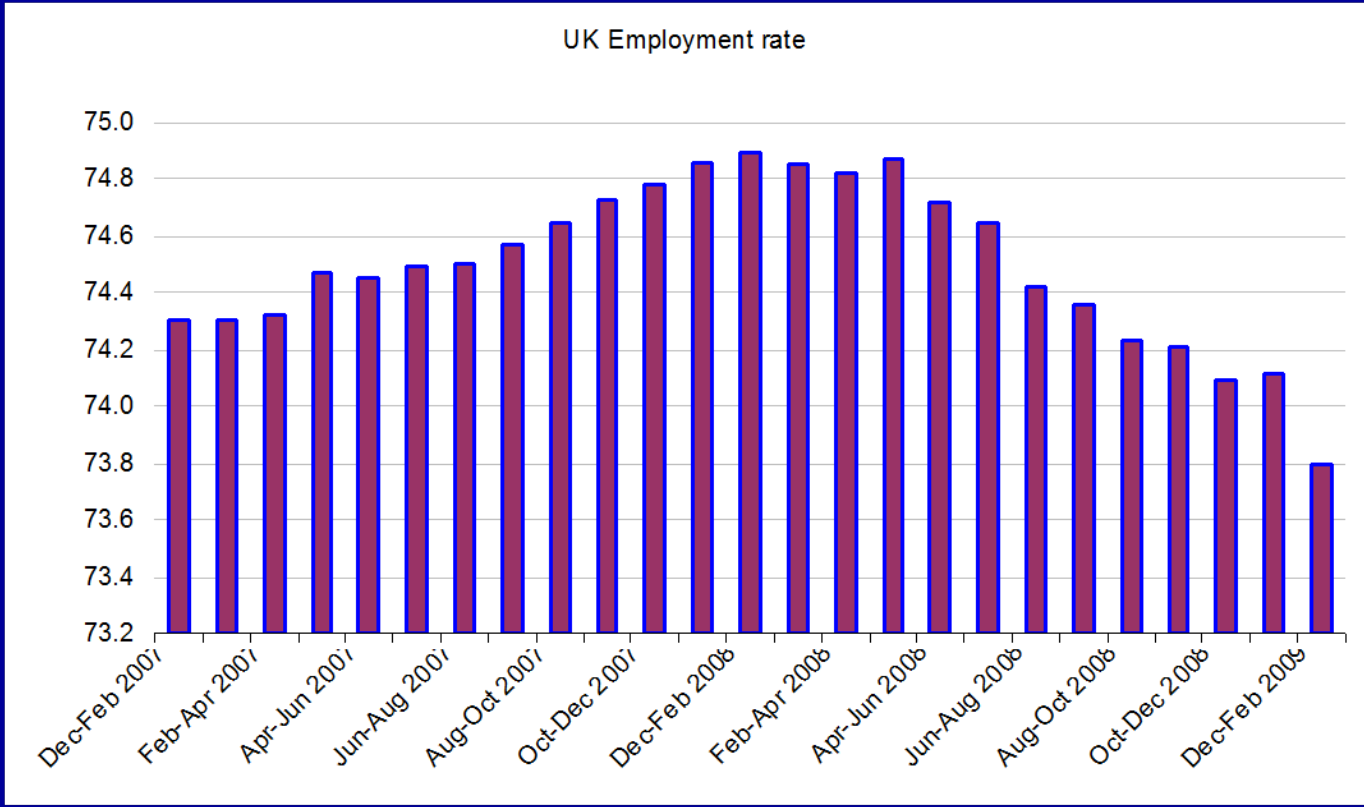
Doncaster Chamber

DONCASTER chamber INSPIRING SUCCESS IN BUSINESS

Stephen Shore

- CEO Doncaster Chamber
- Solicitor
- Employment Specialist
- Part –Time Employment Judge

The Current Position



Employment Tribunal Trends

<u>Claims Accepted</u>

- 05/06 115,039
- 06/07 132,577
- 07/08 **189,303**

Trends

- Unfair Dismissal Static (c.40,000)
- Equal Pay 17,268 to 62,706
- 13% Succeed at ET
- 7% Lose at ET
- 29% Conciliated by ACAS

Issues

- Need to Downsize
- Lay Off
- Consultation
- TUPE
- Insolvency

More Issues

- Selection Criteria
- Variation of Hours
- Abolition of DDP
- Redundancy by Disciplinary