



# legal update

*"A superb day packed with so much useful information. As always International Workplace delivered the goods in an efficient manner and friendly environment"*

Carmen Spencer  
ABRSM

An essential one-day course for facilities managers produced by the experts at International Workplace

**Thursday 30 April 2015**

**Thursday 11 June 2015**



International Workplace Executive Centre, London



## Health and safety:

1. Fines for **health and safety offences** set to increase substantially – what do you need to be aware of?
2. **EU Campaign** – Healthy Workplaces Manage Stress – is your company considering the effects stress can have on a workforce?
3. **Corporate Manslaughter** cases on the rise - an update on recent prosecutions, impending cases and what health and safety issues organisations must be looking at
4. Important updates to **HSE legislation** and **ACoPs**
5. **CDM 2015** – after years of deliberation, the new Regulations are finally in place from April 2015! Discover the crucial changes
6. Is your business compliant with current **fire legislation**? Important update on what you need to do



## HR and employment law:

7. **Maternity pay, paternity pay, statutory sick pay** – what are the new rates?
8. **Fit for Work Service** – what does this mean for you now it is actually in force?
9. Dismissing employees for inappropriate **social media** activity – when can you act?
10. **Holiday pay** – exactly how much do you need to pay your employees when they are away from the workplace?
11. Government crackdown on compliance with the **National Minimum Wage** – Don't fall foul to the law
12. Update on **equality legislation** – is obesity as a disability? What will happen regards caste discrimination?
13. Family friendly rights – do you know where you stand regards **flexible working and shared parental leave**?



## Environmental:

14. **Environmental Offence Sentencing Guidelines** – are you aware of these and the likely impacts?
15. **ISO14001** – a new version is coming for 2015. Here we will review the key elements.
16. **Waste law** – important changes to the UK Waste Regulations around separation of recycled materials
17. **New requirements for F-Gas testing** – a move towards leak testing of air-conditioning systems based upon global warming potential versus quantity of refrigerant
18. **ESOS** – headline compliance messages from one of the most significant pieces of energy legislation in recent years with an approaching deadline




FMLU 2015 will cover all these issues and more  
– **book your place today!** Call **0871 777 8881**  
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An essential one-day event for facilities managers  
produced by the experts at Workplace Law

## Conference programme

9.15 am	Registration		
9.30 am	Chairman's welcome and introduction		
9.40 am	 <b>Health and safety legal update</b> This session by Rob Castledine covers: <ul style="list-style-type: none"> <li>What firms need to be aware of considering fines for health and safety offences are set to increase substantially</li> <li>Corporate Manslaughter cases on the rise - an update on recent prosecutions, impending cases and what health and safety issues organisations must be looking at</li> <li>EU Campaign – Healthy Workplaces Manage Stress – is your company considering the effects stress can have on a workforce?</li> <li>Important updates to HSE legislation and ACoPs</li> </ul>	1.00 pm	<ul style="list-style-type: none"> <li>New requirements for F-Gas testing – a move towards leak testing of air-conditioning systems based upon global warming potential versus quantity of refrigerant</li> <li>ESOS – some headline compliance messages from one of the most significant pieces of energy legislation in recent years with an approaching deadline</li> </ul>
			Lunch
		2.00 pm	 <b>HR / employment law update</b> Tar Tumber, HR Consultant with International Workplace, will talk delegates through the major changes to employment law in this invaluable session. From the key changes to the family friendly rights legislation and the developments with the new Fit for Work service to an update on the equality legislation, this session will ensure that you are aware of the important changes to employment law. It will also include updates on: <ul style="list-style-type: none"> <li>Government crackdown on compliance with the National Minimum Wage</li> <li>Holiday pay – how much do you need to pay your employees when they are away from the workplace?</li> <li>Maternity pay, paternity pay, statutory sick pay – what are the new rates?</li> <li>Dismissing employees for social media activity deemed inappropriate – when can you act?</li> </ul>
11.00 am	Coffee		
11.15 am	 <b>The Regulatory Reform (Fire Safety) Order 2005 – ten years on</b> Fire Safety Expert, Clive Raybould presents this special session at FMLU looking at the past ten years since the Regulatory Reform (Fire Safety) Order was introduced. Clive will consider how the enforcement of this legislation has changed over the ten year period, cases that have happened and the peripheral issues that have developed as a result.		
12.05 pm	 <b>Environmental update</b> This session with International Workplace's Associate Sustainability Consultant, Peter Watts, will provide you with vital information on environmental policy and legislation, including: <ul style="list-style-type: none"> <li>Environmental Offence Sentencing Guidelines – if you're prosecuted through the criminal justice system – are you aware of what this means and the likely impacts?</li> <li>ISO14001 – a new version is coming for 2015 to reflect the changing context of managing environmental sustainability. Here we will review the key elements.</li> <li>Waste law – the EU is reviewing the key Waste Directives plus an important change to the UK Waste Regulations around the separation of recycled materials</li> </ul>	3.00 pm	Coffee
		3.15 pm	 <b>An update on the recent changes to CDM</b> Rob Castledine will explain all of the recent changes to the Construction (Design and Management) Regulations 2015 and ensure you know exactly what will be expected of you. Rob will also discuss the effects the revisions to the regulations will have on your business.
		4.15 pm	Chairman's closing remarks
		4.30 pm	Close

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### 2. FM Legal Update

	Course code	Price	VAT	Total
Thursday 30 April 2015	FM 0415	£399.00	£79.80	£478.80
Thursday 11 June 2015	FM 0615	£399.00	£79.80	£478.80

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