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Delegate Offer!
€100 OFF**

Book before Wednesday
29th September

Transfer Regulations

A Legal Update in a Commercial Framework

Wednesday 20th October
The Gresham, Dublin City Centre



**Thinking of outsourcing part of your business
or acquiring part of another business?**

We show you how to avoid the pitfalls under the Transfer Regulations.

See our full programme of events for 2010 at www.legal-island.ie

Transfer Regulations

A Legal Update in a Commercial Framework

This seminar brings together two of the most transfer-experienced solicitors in Ireland, Breda O'Malley and David Phelan, both of whom are Partners in the Commercial Department of Hayes Solicitors, with the 'guru of TUPE', Professor John McMullen, a Partner in the UK law firm Short Richardson & Forth LLP and Visiting Professor of Law at Durham University, UK. John McMullen is the UK 'Mr TUPE' – he literally wrote the book on the subject!

Why this event?

Difficult times bring opportunities as well as threats. However, when it comes to takeovers or outsourcing services, these opportunities can threaten your organisation's existence unless you understand the law relating to transfers of undertakings. Through Hayes and Short Richardson & Forth LLP, we enable you to understand your rights and responsibilities from a commercial perspective. By reference to relevant case law from throughout the EU and a focus on the local economy our experts seek to demystify this difficult area of law for employers throughout Ireland.

What will I get out of it – what are the learning outcomes?

- You will receive advice and comprehensive notes from recognised experts in this field.
- You will understand the main elements and how to avoid the traps involved in transfers.
- You will have an opportunity to quiz the experts during the seminar and network during the buffet lunch that follows. Bring your business cards!

Who is it for?

Commercial, Operations, Finance and Human Resource Managers will benefit greatly from attending this practical, commercial and legal update. This seminar is for anyone who might be involved in transferring an organisation or service, or part of an organisation or service, from one employer to another and who would like to avoid the myriad pitfalls that surround this complex legislation.

Programme for the Conference

8:30am **Registration**

9:00am **Brief overview of the Transfer Regulations**

David Phelan

Partner, Commercial Department, Hayes Solicitors

- Notification / Consultation process
- Election of representatives
- Transferor's obligations to notify Transferee of staff terms and conditions
- Claims process / remedies
- Injunction risk

9:45am **Is there a Business Transfer?**

Prof John McMullen

Partner, Short Richardson & Forth LLP and Author of Business Transfers and Employee Rights

- Relevant considerations
- Case law examined
- Practical pointers

10:45am **Coffee Break and Networking**

11:00am **Questions and Answers**

11:10am **Who Transfers? What Transfers? What if...?**

Breda O'Malley

Partner, Commercial Department, Hayes Solicitors

- Who transfers? What about agency workers?
- Precisely what obligations and liabilities transfer
- What if workers object to transfer
- Waiver of rights – validity
- What qualifies as economic, technical and organisational reasons.

12:15pm **Outsourcing / Change of Service Providers – Is there a Business Transfer?**

Prof John McMullen

Partner, Short Richardson & Forth LLP and Author of Business Transfers and Employee Rights

12:45pm **Questions and Answers**

1:00am **Buffet Lunch and Networking**

Speakers for this Event

An unparalleled line-up of experts on Transfers

SHORT RICHARDSON & FORTH LLP
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Professor John McMullen



John is a Partner in the UK law firm Short Richardson & Forth LLP and Professor of Labour Law at the University of Leeds. He has over 25 years of experience in employment law and is noted as being both a strategic thinker and leader in his field as well as being a practical hands-on lawyer.

By peer acclaim he is one of the leading lawyers in the UK with national and international reputation. Legal 500 has described John as "one of the country's highest profile employment lawyers" and Chambers & Partners Guide to the Legal Profession stated that John "inspires tremendous confidence".

John is regarded as the leading expert in the UK on Transfer of Undertakings and he also has an international reputation in that field. He is the author of Business Transfers and Employee Rights, the leading work on transfers which also contains a chapter on transfer law and practice in Ireland.

As well as being a writer and commentator on Mergers and Acquisitions and out-sourcing he advises the public and private sectors on the subject of staff transfers. This includes wide experience in mergers and acquisitions, out-sourcing, franchising and complex re-structuring.



Breda O'Malley



Breda is a Partner and practices in Hayes solicitors commercial and employment law departments. Breda is also an accredited mediator (C.E.D.R.). She has particular expertise in employment law, advising both employers and employees on all aspects of the employment relationship. Breda is recognised as a specialist on the Transfer Regulations amongst our many business clients. She advises on the Transfer Regulations in many contexts, including advisory, dispute issues, transactions and outsourcing arrangements.

Breda proactively works to resolve employment disputes in a conciliatory manner where feasible.



David Phelan



David is a Partner in Hayes solicitors and Head of the Commercial and Business Law Team. He advises clients on a wide range of commercial and employment law issues.

David is a member of the Business Law Committee of the Dublin Solicitors Bar Association, tutors in commercial law with the Law Society of Ireland, is a registered trade mark agent and is a founding committee member of the Health & Safety Lawyers Association of Ireland. David is also a member of the Business Opportunities Task Force of the Dublin Chamber of Commerce.

4 ways to book!

1 **Fax** 01 4013894

2 **Mail**
Events Manager, Legal-Island
International House
Tara Street, Dublin 2

3 **Email** events@legal-island.ie

4 **Telephone** 01 4013874

Upcoming events for Autumn 2010 from Legal-Island

Discipline & Underperformance Matters

23rd September ~ Clarion IFSC, Dublin
Normal Rate: €395
Charity/SME Normal Rate: €295

Essentials Of Employment Law

23rd September ~ Clarion IFSC, Dublin
Normal Rate: €550
Charity/SME Normal Rate: €440

Health & Safety: A Focus on Bullying & Stress At Work

29th September ~ Clarion IFSC, Dublin
Normal Rate: €395
Charity/SME Normal Rate: €295

Conducting Workplace Investigations

13th October ~ Radisson Blu Hotel, Dublin Airport
Early Bird Rate: €345
if booked before Wednesday 22nd September
Normal Rate: €395
Charity/SME Early Bird Rate: €245
if booked before Wednesday 22nd September
Charity/SME Normal Rate: €295

Annual Update on Payroll Matters

13th October ~ Radisson Blu Hotel, Dublin Airport
Early Bird Rate: €345
if booked before Wednesday 22nd September
Normal Rate: €395
Charity/SME Early Bird Rate: €245
if booked before Wednesday 22nd September
Charity/SME Normal Rate: €295

Getting the most out of your employees: building performance

14th October ~ Radisson Blu Hotel, Dublin Airport
Early Bird Rate: €345
if booked before Thursday 23rd September
Normal Rate: €395
Charity/SME Early Bird Rate: €245
if booked before Thursday 23rd September
Charity/SME Normal Rate: €295

Annual Review Of Employment Law 2010

4th November ~ Red Cow Moran, Dublin (West) or
18th November ~ Radisson Blu Hotel, Dublin Airport (North) or
30th November ~ Stillorgan Park Hotel, Dublin (South)
Early Bird Rate: €495
if booked before Friday 1st October
Normal Rate: €595
Charity/SME Early Bird Rate: €295
if booked before Friday 1st October
Charity/SME Normal Rate: €395

See our full
programme of
events for 2010 at
www.legal-island.ie



Registration Information

Hayes Delegate Offer! Save €100 on this event

If booked before Wednesday 29th September 2010

Event ~ Date ~ Location

Transfer Regulations: A Legal Update in a Commercial Framework Wednesday 20th October ~ The Gresham, Dublin City Centre

Your Details

Title (Mr, Mrs, Ms etc) _____ Name _____

Job Title _____

Organisation Name _____

Organisation Address _____

Postcode _____

Telephone No _____

Fax No _____

Delegate Email Address _____

An email address for the delegate is essential for purposes of pre & post conference learning as well as confirmation of booking. Legal-Island will not disclose your email address to any third party for whatever reason.

Cost and Payment

Invoice Address (if different from above) _____

Name of Accounts Payable Contact _____

Telephone No of Accounts Payable Contact _____

Purchase Order Number (if applicable) _____

Cost per delegate for this Programme

	Hayes Delegate Offer Price (up to 29/9/10 inclusive)	Normal Price	Charity/SME Price
Half Day Seminar	€125	€225	€180

Cost includes buffet, refreshments and all notes and exercises.

For bookings of five or more people at this event please contact the Events Manager directly.

Method of Payment

Cheque (payable to Legal-Island).

The Hayes Delegate Offer price of €125 is not available for online bookings.

Please Email events@legal-island.com for credit card payments.

Please indicate if you have any special dietary, learning or access requirements.

Signature Accepting Terms of Booking

Terms & Conditions

A place will be confirmed via email on receipt of this signed booking form, which creates legally binding obligations for both parties irrespective of attendance on the day.

Please complete one form per delegate in capital letters. Please ensure a purchase order number is indicated if necessary. For collection of payment it is necessary to provide us with a contact name and number of your accounts payable department.

Cancellations/Amendments

Cancellations will incur the following charges Over 28 days 15% of course fees 15-28 days 50% of course fees 1-14 days 100% of course fees.

Cancellations must be received in writing prior to the event. Substitute delegates can be used and names changed on the day. No transfer to future events is permitted.

Please note an admin charge of €50 is applicable for any permitted changes to bookings once confirmed including change of delegate name, re-invoicing or issuing of credit notes.

Please note that the content for each event published here is meant as a guide only and is subject to change. We reserve the right to amend a programme or cancel an event at any time for whatever reason.

* All organisations with fewer than 50 employees or registered charities (registered at the time of booking) qualify for the charity rate. The number of employees includes all branches, subsidiary/parent companies, boards, trusts and federated organisations.

A certificate of attendance is provided within ten days of the event, which may be used to obtain CPD points where applicable.

For full terms and conditions please check online at www.legal-island.ie/events/terms-and-conditions

TR/02/2010



please return your completed registration form to

Events Manager, Legal-Island, International House, Tara Street, Dublin 2
Telephone: 01 4013874 Fax: 01 4013894 Email: events@legal-island.com

www.legal-island.ie

find us on

