



Why do Employers Lose Unfair Dismissal Claims?*

The issue of training for managers and supervisors in the workplace is probably one of the best investments any employer can undertake. By having training dealing with,

1. Disciplinary procedures,
2. Grievance procedures,
3. Dignity in the workplace,
4. Equality,
5. The Organisation of Working Time Act,
6. The granting of leave; and
7. The importance of record keeping.

If these 7 matters are dealt with by employers to ensure that manager and supervisors have a general understanding of these areas of law, as they affect the workplace the potential for claims can be significantly minimised.

This is not saying that employers need to arrange detailed legal seminars. What is needed that the employer ensures that the managers and supervisors have sufficient training to understand their obligations and duties and how these are to be applied in practice.

These are areas where more and more employers should be using the services of solicitors. This type of training can be dealt with in half a day. This is not rocket science. It is common sense. Managers and supervisors do not need to know why something needs to be done they just need to know that it has to be done and that this is the law. They equally need to understand the exposure to the company if these rules are not complied with. The easiest way to ensure that you don't have employment law claims is to make sure that your managers and supervisors are properly trained.

*In contentious cases a solicitor may not charge fees or expenses as a proportion or percentage of any award or Settlement.