



the progressive business group

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## Are You Ready for the Changes to the Statutory Dispute Resolution Procedures?

With effect from 6 April 2009, the statutory dispute resolution procedures (ie, the procedures dealing with disciplinary hearings, dismissals and grievances) will be repealed.

In their place a revised Acas Code of Practice is being introduced (the "Code"). You will be expected to follow the good practice advice set out in the revised Acas Code of Practice. If you don't, and end up at an Employment Tribunal, the employee's compensation could increase by up to 25% if you have acted unreasonably. All businesses will need to know about these important changes.

The new procedures and Acas code mark a significant change in the way potential and actual disputes are resolved within the workplace. Emphasis will be more on the early resolution of problems with a minimum of cost and formality.

### What can you do prepare?

- Do your disciplinary and grievance procedures comply with the ACAS Code?
- Have all staff involved in conducting disciplinary and grievance procedures been trained and do they understand the new ACAS Code of Practice?

### How can we help?

We offer disciplinary and grievance procedures that comply with the new ACAS Code of Practice. For your FREE procedure please contact Mandi Plummer (details below)

In addition we are able to provide training on Managing Discipline and Grievance. All those involved in managing staff should have an understanding of the discipline and grievance procedures. This is fundamental in helping to promote orderly employment relations at work as well as fairness and consistency in the treatment of individuals.

This course is designed to help all managers gain confidence, obtain an understanding of discipline and grievance at work as well as the techniques to enable them to manage both formal i.e. disciplinary and grievance and informal interventions in the workplace. The course includes practical exercises and case studies which encourage delegates to share opinions and experiences in a confidential environment.

### For more details contact:

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