

Age Discrimination: what it means for employers

Wednesday 30th November 2005 (9.00 - 12.45)
The London Chamber of Commerce and Industry



SPEAKERS

**CHRISTOPHER FISHER,
LOUISE HOBBS AND
JONATHAN MOODY,**

Partners in the London Employment and
Pensions Groups of Mayer, Brown, Rowe &
Maw LLP

RICHARD STANBURY

Royal Bank of Scotland plc
Policy and Employment Group

DR MARY REDMOND

Consultant to the Employment Group of
Arthur Cox in Dublin

In association with:

Conference chair:

JULIAN ROSKILL

Head of the London Employment Group
Mayer, Brown, Rowe & Maw LLP

Topics Include:

- The new law and how it will work
- Discrimination during recruitment and selection
- Discrimination during employment and on termination
- An employer's view: Royal Bank of Scotland plc
- Age discrimination in Ireland

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PROGRAMME

9.00	Registration and coffee	11.00	An employer's view <ul style="list-style-type: none">• Steps already taken by RBS• Key areas of impact in the new law• Anticipated areas for justification Richard Stanbury <i>Royal Bank of Scotland plc</i>
9.30	Chair's opening remarks Julian Roskill <i>Mayer, Brown, Rowe & Maw LLP</i>	11.30	The Irish experience <ul style="list-style-type: none">• Age discrimination law in Ireland• Key issues for employers• Lessons learned Mary Redmond <i>Arthur Cox</i>
9.40	The new law and recruitment <ul style="list-style-type: none">• The draft age discrimination regulations• The different forms of discrimination• The justification defence• Issues arising in recruitment and selection Louise Hobbs <i>Mayer, Brown, Rowe & Maw LLP</i>	12.00	Panel session A question and answer session led by the Chair. The speakers will be joined by Jonathan Moody of Mayer, Brown, Rowe & Maw LLP to discuss the impact of the new law on pensions
10.10	Discrimination during employment and on termination <ul style="list-style-type: none">• Terms and conditions of employment• Dismissals• Retirement Christopher Fisher <i>Mayer, Brown, Rowe & Maw LLP</i>	12.30	Closing remarks from the Chair
10.40	Coffee	12.45	Close and lunch



Mayer, Brown, Rowe & Maw LLP is widely acknowledged as having one of the leading employment practices in the UK. It has a reputation for being pragmatic, commercial and delivering results. Increasingly clients require advice on employment law matters outside the

UK, and the firm's international employment network ensures a quality service globally. Through its employment departments in France, Germany and the US, the firm has gained significant exposure to employment matters across Europe, coordinating projects globally and being part of deal teams led out of London and elsewhere. The firm has established links across Europe with local law firms and a major presence in key US cities including Chicago, New York and Washington.



The IHLA is the newly-formed representative body for in-house lawyers in the UK. Membership is free and you do not need to renew your registration each year. We welcome as members all in-house lawyers in the public (including local and central government), private and charitable sectors.

BOOKING HOTLINE **020 7347 3574**

OR BOOK

what it means for employers



SPEAKERS

Julian Roskill

Julian became a partner in 1988 and is Head of the London Employment Group of Mayer, Brown, Rowe & Maw LLP. He has been an employment lawyer since 1974. His reputation as a leading lawyer and his vast experience makes him someone clients rely on implicitly.

He is a member of the Employment Sub-Committee of the City of London Solicitors Company which he chaired from 1996 to 2001. Apart from client work, he is a sought after speaker and regularly chairs seminars. He also writes on a variety of employment topics for business publications. He helps clients with management training and is a qualified mediator.

Christopher Fisher

Christopher was admitted as a lawyer in 1995 and joined the London Employment Group of Mayer, Brown, Rowe & Maw LLP in 2001. He became a partner in 2003.

He is a member of the Employment Lawyers' Association and City of London Law Society working parties on age discrimination, both of which recently submitted responses to the DTI's Coming of Age consultation paper and the draft age discrimination regulations.

Louise Hobbs

Louise qualified in 1995 and joined the London Employment Group of Mayer Brown Rowe & Maw LLP in 1998. She became a partner in 2005.

She is involved in training programmes for clients and has spoken at numerous seminars and client briefings.

Jonathan Moody

Jonathan became a partner in the pensions group of Mayer, Brown, Rowe & Maw LLP in 2003, and has specialised in pensions law since qualifying as a solicitor in 1995.

He belongs to the Association of Pension Lawyers (APL) and is the Secretary of its Legislative and Parliamentary sub-committee. Last year he wrote the APL's response to the pensions tax simplification measures in the Finance Act 2004 and he has recently written the APL's response to the DTI's Coming of Age consultation paper and the draft age discrimination regulations.

Richard Stanbury

Richard is part of the Policy and Employment Group at Royal Bank of Scotland plc. He has been responsible for identifying the key areas of likely impact that will be brought about by the new age discrimination regulations.

Mary Redmond

Dr Mary Redmond is a Consultant to the Employment Law Group at Arthur Cox in Dublin. She has been a practitioner since 1985 specialising in corporate employment law and is author of *Dismissal Law* (Butterworths, 1999). She served for two terms on Ireland's Labour Relations Commission.

Dr Redmond taught a course in discrimination while at Cambridge University where she was Fellow and Director of Studies in Law at Christ's College, Cambridge. She was made an Honorary Fellow of Christ's College Cambridge in 2004.

Why attend this conference?

New laws outlawing age discrimination in the workplace will come into force in October 2006. This is, without doubt, one of the most significant new employment laws of the last 30 years. The Government has now published its draft regulations and we have a clear idea as to how the law will work and what employers will be expected to do to cope with what has been described as one of the most far-reaching age discrimination laws in the world.

This half day workshop will focus on the practical impact the new law will have in the workplace and the steps employers can start to take now to prepare for it. Leading the workshop will be one of the UK's leading employment law firms, Mayer, Brown, Rowe & Maw, which has been heavily involved in the Government consultation over the draft pensions regulations. The Royal Bank of Scotland plc will give an employer's insight into what it sees as the key areas of impact under the new law and the steps RBS is already taking to address those. The workshop will also hear from one of the leading Irish employment law firms, Arthur Cox, about how Irish employers have already been dealing with age discrimination law, which has been in effect in Ireland for many years. To conclude, there will be a Q&A discussion in which the speakers will be joined by a member of the London Pensions Group of Mayer, Brown, Rowe & Maw, to comment on the impact of the new law on pensions.

Spaces on this workshop are likely to be limited and to be taken up quickly. If you would like to attend, we would therefore encourage you to confirm your booking as soon as possible.

