INFO2009 Workplace contexts and legislation - overview

This and associated resources can be found in EdShare http://www.edshare.soton.ac.uk/6232/

Introduction

The following notes are designed to support an individual study of the broad area of legislation or workplace practice of which you should be aware

- Each of the topic areas is likely to be featured among questions in the stage test
- Some of the topic areas are likely to be relevant to the open book examination
- You are only expected to be familiar with the scope of the legislation
- You are not expected to become legal experts
- It is helpful to remember that membership of a trades union or a professional body may often offer free legal advice

Legislation

Employment Laws and Practice

- Equality Act 2010
- Employment Rights Act 1996
- Employment Act 2002

Other laws which may relate to employment

- The Race Relations Act, 1965, 1968, 1976,
- The Race Relations (Amendment) Act 2000
- The Race Relations Act 1976 (Amendment) Regulations 2003
- The Disability Discrimination Act 1995
- The Sex Discrimination Act 1976
- The Equal Pay Act 1970
- Agency Workers Regulations 2010

Other Workplace Legislation/regulations

Public Interest Disclosure Act 1995 (whistleblowing)

- Health & Safety (Display Screen Equipment) Regulations 1992
- Management of Health & Safety at Work Regulations 1992
- · Provision and Use of Work Equipment Regulations 1992
- Workplace (Health, Safety and Welfare) Regulations 1992

References

Your Rights at Work, TUC, 2010

Webliography

ACAS: arbitrarition and conciliation service

http://www.acas.org.uk/

Access Legal from Shoosmiths: Legal Advice (video) sales blurb but also a quick overview of the extent of employment rights, makes the (important) point as to why you should think about seeking professional legal advice

http://youtu.be/eaWEE4LKg_o

BCS: outline of legal advice available for members

http://www.bcs.org/category/9234

Chartered Institute for Personnel Development: can be used as a source of information, particularly relevant to diversity and equality issues

http://www.cipd.co.uk

Directgov: Official government website/portal

http://www.direct.gov.uk/en/Employment/Employees/index.htm

Personnel Today: news section can be useful to check current changes to legislation etc

http://www.personneltoday.

Pubic Concern at Work: whistleblowing advice line

http://www.pcaw.co.uk/

TUC Know your rights: website providing information and links to leaflets

http://www.tuc.org.uk/tuc/rights_main.cfm

UK Human Rights Blog: a blog by members of the 1 crown office row barristers chambers

http://ukhumanrightsblog.com/

UK Government: index to all current legislation

http://legislation.gov.uk

Worksmart (TUC) specialist site with news feeds, utilities (calculators, finders etc)

http://www.worksmart.org.uk/