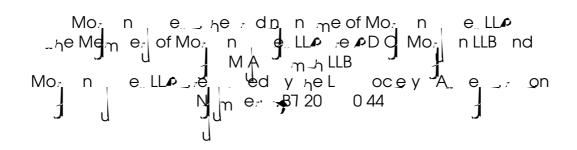


Thursday 21st September 2006

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Morgan Russell Solicitors _ n.che fan of pec__ commerc_ nd employmen yer prouding e discend noe o he ne community in her and prouding e ne nindependen film, oc edice o London Mo, n e offer B ne L nd mp.oymen L exce he e nc. de commercial law (company commercial and commercial property),^U employment, intellectual property and international legal services On no energination of pecala ence nc dn · cro - order co __on nd on ne nd rney ence for r p ne e oceyn ddon Me ne n exem emb Practice areas: Non-con en o employmen Con en o empoymen

- Employmen pec of mer er & con nd w
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Disclaimer

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Morgan Russell

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- 8. Remedies
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1. Introduction

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3. A bit of legal jargon (only a bit!) / Key Concepts

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3.1 Direct Discrimination

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3.2 Indirect Discrimination

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3.4 Hardssment

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3.5 Victimisation

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3.6 Vicarious Liability

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3.7 Burden of Proof

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The Defence of Objective Justification

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Is this discriminatory?

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5. The Recruitment Stage

5.1 The Recruitment Process

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 Exceptions:-

Normal Retirement Age (Regulation 7)

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6.1

Employment Related Benefits

Terms and Conditions of Employment

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(b) Exception's - Provisions for benefits based upon length of service (Regulations 32 and 33)

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6.2 National Minimum Wage

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- Adult Minimum Wage

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- Workers aged 18-21

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- 16 and 17 year olds

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6.3 Insured Health Benefits

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Alternative Solutions

1. Payment in lieu of benefits

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2. Flexible Benefits Scheme

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6.4 U Occupational Pensions

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6.5 Personal Pension Schemes

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7. Age Discrimination on Termination of Employment

7.1 Calculation of Statutory Redundancy Pay and the basic award

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7.2 Enhanced Redundancy Pay

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7.3 Retirement

Retirement U 7.3

(a) Retirement as a fair reason to dismiss and the statutory upper age limit for bringing an unfair dismissal claim will no longer apply.

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(b) Genuine Reason – The Burden of Proof

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(c) J Establishing Retirement as the 'Genuine' reason for dismissal

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Other Retirement Situations

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(d) The "duty to consider" Procedure

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(e) Working beyond Retirement Age

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8. Remedies

Age Discrimination

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Unfair Dismissal

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Failure to Notify

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9. Learning from the US Experience

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10. Other areas to watch out for

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11. Additional Issues Affecting Partnerships

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Appendix 1

Case Scenario

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