

**All's well that ends well:**

**Managing ill-health in the workplace**

# EIP perspective

**Thursday 14 October 2010, 9.00-10.30 am**

*(breakfast is available from 8.45 am)*

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# About the workshop

Ill-health is one of the trickiest and most expensive issues for employers to manage. Mental health issues in particular are becoming increasingly common, with stress, depression and anxiety accounting for an estimated 11.4m days off work in Great Britain in 2008/09. The National Institute for Health and Clinical Excellence (NICE) puts the cost to UK employers of work-related stress at £28.3bn per annum – one quarter of the UK's entire sickness bill. In the current climate, this is a cost that employers can scarce afford.

The prevalence of ill-health conditions is only part of the problem, however. In addition to the legal complexities under current law, the Equality Act 2010 is set to bring in further legal obstacles in this area, not to mention the new “fit notes” which replaced “sick notes” in April this year. This makes it more important than ever to be up to speed on the latest legal framework and best practice guidance when managing ill-health in the workplace.

We would be delighted if you could join us on Thursday 14 October for the latest in our EIP Perspective series. Our EIP experts Caroline Carter, Marcus Fink and Paul Randall will take you through a scenario covering the impact of ill-health at all stages of the employment process, from recruitment to termination. They will give you practical advice to help you avoid the most common pitfalls relating to:

- how to determine “ill-health”: the use of pre-employment health questionnaires and “fit notes”;
- holiday entitlement during sick leave;
- permanent health insurance;
- “perceived” disability and new disability-based claims under the Equality Act 2010;
- the impact of ill-health on share incentive schemes;
- pensions on ill-health retirement;
- handling ill-health dismissals; and
- structuring a tax-efficient termination package.

## Speakers



### **Caroline Carter**

Partner – Employment

T: +44 (0)20 7859 1553

E: [caroline.carter@ashurst.com](mailto:caroline.carter@ashurst.com)



### **Marcus Fink**

Senior Associate – Pensions

T: +44 (0)20 7859 1942

E: [marcus.fink@ashurst.com](mailto:marcus.fink@ashurst.com)



### **Paul Randall**

Partner – Incentives

T: +44 (0)20 7859 1298

E: [paul.randall@ashurst.com](mailto:paul.randall@ashurst.com)

## Booking and venue

The workshop will be held at  
Ashurst, Broadwalk House,  
5 Appold Street, London EC2A 2HA.

If you would like to attend, please book online via  
[myashurst.com](http://myashurst.com), our client training website.

If you have any booking queries, please call  
Faye Pullenger on +44 (0)20 7859 1554.