



APPLIED LAW COURSE FOR ACCOUNTANTS: EMPLOYMENT LAW (M1031.1)

Date: 14 October 2010

Time: Registration (13.45 – 14.00) Course (14.00 – 18.30)

Venue: Tower Training Centre (Lower Ground at the MIA premises)

CPE hours: 4 Competency: Professional

Speaker: Dr. Charlotte Camilleri

BACKGROUND INFORMATION

Even prior to the 1st May 2004, domestic labour and industrial laws were amended extensively in preparation of EU accession. The Conditions of Employment Relations Act (CERA) and the Industrial Relations Act (IRA) were repealed and consolidated into the Employment and Industrial Relations Act (EIRA). Subsequently, the EU Directives and consequently domestic laws were polished to better reflect employers' obligations and employees' rights.

OBJECTIVES OF THIS COURSE

This course aims at providing participants with an overview of domestic legislation pertaining to employment and industrial relations particularly the rights and obligations of workers and their employers. The various legal instruments as well as case law of both the Industrial Tribunal and the European Court of Justice shall be the main focus of the course.

TOPICS ON AGENDA

- The different types of employment contracts
- Probation
- The distinction between full time, part-time and reduced hours
- Definite Period Contracts
- Information and Consultation
- Discrimination, Harassment and Victimization
- Injury and Sickness
- Social Security Contributions
- The Organisation of working Time
- Family Based Rights
- Notice periods
- Disciplinary Action, warnings and termination of Employment including Constructive Dismissal and Redundancy
- The Industrial Tribunal

AGENDA

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|---------------|-------------------------|
| 13.45 – 14.00 | Registration |
| 14.00 – 16.00 | Employment Law (Part 1) |
| 16.00 – 16.30 | Coffee Break |
| 16.30 – 18.30 | Employment Law (Part 2) |



TARGET AUDIENCE

This course will be relevant for employers, managers, HR Professionals and accountants who would like to obtain a good working knowledge of the local legislation belonging to employment and industrial relations.

FEE & OTHER BOOKING INFORMATION

Employment Law is part of the multi-session programme entitled 'Applied Law Course for Accountants'

Course Name	Date & Time	CPE Hours	Speaker
Employment Law	14.10.10 (13.45 – 18.30)	4 (P)	Dr. Charlotte Camilleri
Commercial Law	20.10.10 (14.45 – 18.30)	3 (P)	Dr. Anthony Galea
Company Law (Part 1 & 2)	02 & 04.11.10 (14.45 – 18.30)	6 (P)	Dr. Andrew Zammit
Civil Law	08.11.10 (14.45 – 18.30)	3 (P)	Dr. Nadia Vella
EU VAT Law (Part 1 & 2)	17 & 23.11.10 (14.45 – 18.30)	6 (C)	Dr. Sarah Aquilina

Book **All** the sessions and avail yourself from a **Discount**
Fee: Members: € 214.00, Non-members: € 425.00, Students: € 107.50
Reservation and payment should be done through the MIA website

Book the **Employment Law** Session
Fee: Members: € 42.00, Non-members: € 80.00, Students: € 21.00
Reservation should be done by e-mail by close of business on Wednesday 13 October 2010
*Payment to be done by cheque **prior to the event***

Participants are encouraged to utilise the parking facilities at Level -5

SPEAKER'S PROFILE



Dr. Charlotte Camilleri

Dr. Charlotte Camilleri joined the Malta Employers' Association as an Executive in EU & Legal Affairs in February 2006. Dr. Camilleri obtained her Doctorate in Laws from the University of Malta in December 2005. Her studies included a six-month mobility period at the Università degli Studi di Salerno, Italy where she successfully completed Diritto Comparato del Lavoro, Diritto Penitenziario and Diritto dell'Informazione e Della Comunicazione. Her thesis deals with a comparative analysis of the Part Time Directive, Fixed Term Employment Contracts' Directive and Collective Redundancies Directive and their implementation in Maltese, UK and Italian Labour Laws. She furthered her European Studies at the University of Malta and at Il Perugino Institute at Citta della Pieve, Perugia. She regularly attends training courses on recent developments in European Labour Law and on Anti-Discrimination Regulations and Directives organised by the Academy of European Law, Trier-Germany. She is currently Reading for a Magister Juris in European and Comparative Law at the University of Malta.

Her responsibilities at the Malta Employers' Association comprise providing legal advice to MEA Members on industrial relations issues and labour legislation. She organises courses and information sessions and lectures at the MEA's *Employment Law Course* and *Occupational Health & Safety Law and Management in Practice Course*. She also acts as a moderator in case studies organized by the Association. Furthermore she assists MEA Members before the Industrial Tribunal, in issues with trade unions and with the Department of Industrial and Employment Relations. She also sits on Disciplinary Boards.



Dr. Camilleri is a Member of the Board of Visitors of the Prisons (MJHA), a Member of the Panel of Assessors on the Umpire's Social Security Board of the Maltese Government (MSP) and also provides Legal Aid to Asylum Seekers.

Dr. Camilleri is:

- A Member of the Chamber of Advocates
- Member, representing Equal Opportunities Organisations, on the ESF Monitoring Committee Board (2007- 2013) of Operational Programme II - *Empowering People for more jobs and a better quality of life.*
- Treasurer of the Malta Confederation of Women's Organisations (MCWO)
- A Member of the National Council for Women