



QUEEN'S  
UNIVERSITY  
BELFAST

INSTITUTE OF  
PROFESSIONAL  
LEGAL STUDIES

# EMPLOYMENT LAW

SHAPING  
A BETTER  
WORLD  
SINCE 1845

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This is a time of unprecedented change and growing complexity in the area of employment law. Understanding these developments is of critical importance to those seeking to negotiate a surefooted pathway through the workplace environment. IPLS is delighted to bring together a team of leading employment law practitioners, and two judges, to deliver a course which will provide a thorough grounding in the key components and latest developments in this highly specialised area of law.

## WE WILL COVER THE FOLLOWING TOPICS:

- Overview of practice within the Tribunals
- Whistleblowing
- Equal Pay
- Advanced discrimination
- Remedies within employment context
- Advanced practice & procedure

## WHO SHOULD ATTEND?

The course will appeal to those in both the public and private sectors: legal practitioners, employers, company directors, regulatory bodies, and HR professionals.



[www.qub.ac.uk/schools/InstituteofProfessionalLegalStudies/](https://www.qub.ac.uk/schools/InstituteofProfessionalLegalStudies/)

## Course Details

### VENUE

Institute of Professional Legal Studies Queen's University Belfast, 10 Lennoxvale, Belfast, BT9 5BY

### DATES

Tuesday 14th September 2021  
Tuesday 21st September 2021  
Tuesday 28th September 2021  
Tuesday 5th October 2021  
Tuesday 12th October 2021  
Tuesday 19th October 2021

Each night the sessions will be from 6pm-8.15pm with refreshments available from 5.30pm.

### CPD

Time spent by Solicitors and Barristers attending lectures and workshops in person or completing these via e-learning as part of this course can be claimed towards your annual CPD requirement. Attendance at this course will cover 9 hours of group study CPD.

### TIMETABLE

A full timetable for the course which includes more details of the topics covered and the speakers who will be presenting is available on the CPD section of our website at <https://www.qub.ac.uk/schools/InstituteofProfessionalLegalStudies/CPDCourses/>

### FEES and REGISTRATION £600

Applicants will be considered on a first-come first-served basis. Spaces are limited on the course and therefore you should register and pay as soon as possible by visiting our website at <https://www.qub.ac.uk/schools/InstituteofProfessionalLegalStudies/CPDCourses/>

## COURSE CO-ORDINATORS

### Ryan Cushley BL



Ryan Cushley was called to the Bar in 2014 and practices primarily in employment law. He acts for both Claimants and Respondents in the Tribunals, as well as acting in employment-related cases in the civil courts. Since 2018, Ryan has been responsible for teaching the employment tribunals module at the Institute of Professional Legal Studies, and he is a committee member of the Employment Lawyers Group Northern Ireland.

### Emma McIlveen BL



Emma has appeared in the Employment Tribunals, Court of Appeal and in front of Regulatory Panels. Emma represents both Claimants and Respondents and has acted as sole counsel in a wide range of matters including complex discrimination matters. She has experience of representing vulnerable Claimants and is well versed on Galo adjustments. Emma serves on the committee of the Employment Lawyers Group in Northern Ireland. Emma is also called to the Bar of Ireland and has experience of advising in relation to differences between employment law in Northern Ireland, GB and the Republic of Ireland.

## SPEAKERS

### Judge Hamill

Conor Hamill has been an Employment Judge since 2019 and was Barrister specialising in employment law for the preceding 20 years.

He qualified as a barrister in 1990 and for the first 10 years practised in the civil and criminal courts with a growing caseload in the Employment Tribunals. By the early 2000's this had developed to the extent that he practised almost exclusively in that sphere until his appointment. His work covered every aspect of employment and discrimination law, being instructed for both claimants and respondents. He was on the committee of the Employment Lawyers' Group for several years and was elected chair of ELG in 2017.

### Rachel Best BL



Having been called to the Bar in 2006, Rachel is an expert in high value, very complex litigation and is well known as a highly skilled advocate. She specialises in employment law, most notably discrimination, equal pay, protected disclosures and victimisations, representing both claimants and respondents. She is regularly instructed on behalf of Government Departments and the Police Service for Northern Ireland. Rachel also has experience of presenting cases of professional misconduct and has a well established High Court personal injury practice.

### Barry Mulqueen BL



Called to the Bar of Northern Ireland in September 1995 and the Bar of Ireland in 1998 Barry has developed a wide and varied employment law practice covering Industrial and Fair Employment Tribunals, the County Court, High Court and Court of Appeal. Barry has represented both employees and employers in complex, high value discrimination claims involving religious belief/ political opinion, sex, sexual orientation, race, disability, and age as well as unfair dismissal, breach of contract, TUPE, equal pay, whistleblowing, restraint of trade, stress at work cases and employment related injunctive proceedings.

### Paul Upson, Associate Director, Napier Solicitors-Head of Employment



Paul has over 16 years post qualification experience in employment law. He advises on all aspects of employment law, both contentious and non-contentious – with a special interest in discrimination matters. He acts for clients in the Industrial Tribunals and the Fair Employment Tribunal; the High Court; and the Northern Ireland Court of Appeal. Paul regularly provides training to clients on employment law and equality issues. He has presented courses on discrimination law for Legal Island and the School of Law at the University of Ulster; and has worked with Chartered Accountants Ireland to provide employment law updates to their members. He also writes Legal Island's Quarterly Education Law Update, which includes guidance for schools in relation to employment law issues. Paul is a committee member of the Employment Lawyers Group for Northern Ireland and is a member of the Employment Lawyers Association.

### Judge Murray

Órla Murray has been a full time Employment Judge since 2009 and was a fee-paid Employment Judge for five years before that. She qualified as a solicitor in 1988 and spent just under 10 years in private practice during most of which she was engaged in plaintiff litigation in the County Court and High Court and in employment law for a firm of solicitors which acted for a large Trade Union. She then joined the Departmental Solicitor's Office and spent 12 years working in employment law and policy work for NICS departments. She was a member of the Law Society Human Rights and ADR committees for several years. She was also on the committee of the Employment Lawyers' Group for several years and was elected chair of ELG in 2001.

### Ciara Fulton, Partner, Jones Cassidy Brett Solicitors



Ciara is dual qualified and advises on all aspects of employment law in Northern Ireland and the Republic of Ireland. She has significant experience of advising clients on the full range of employment issues including complex discrimination issues, bullying and harassment claims, disciplinary and grievance matters, business reorganisations, redundancies, senior executive severances, restrictive covenants, employment related litigation and TUPE. Ciara has been ranked as a leader in her field by both Chambers and Partners UK and the Legal 500 and is described as "excellent" and has been praised for her "practical and commercial approach". Ciara regularly speaks on a range of employment issues at internal and external events and delivers bespoke training to clients on the differences between NI and ROI employment law.

### Mary Kitson, Senior Legal Officer, Equality Commission NI



Mary qualified as a solicitor in 1992. She worked for a commercial law firm for 1 year before joining the Fair Employment Commission's legal team. During her time with the FEC Mary worked as a Legal Officer providing advice and assistance to people who believed that they had suffered religious and/or political discrimination. In 2000 Mary joined the Equality Commission and as a Senior Legal Officer deals with strategic litigation across all areas of equality law in NI, both in the field of employment and the provision of services. Mary has brought discrimination cases on behalf of Applicants in the Tribunal, County Court, SENDIST, Court of Appeal and the Supreme Court.

Mary also sits on the Committee of the Employment Lawyers Group and is a member of the Law Society Northern Ireland's Human Rights and Equality Group.



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## How to get more information

Visit our website for the latest availability, dates and fees:

[www.qub.ac.uk/schools/InstituteofProfessionalLegalStudies/](http://www.qub.ac.uk/schools/InstituteofProfessionalLegalStudies/) or contact us on **028 9097 5699**

or e-mail: **Claire Armstrong** on [c.a.armstrong@qub.ac.uk](mailto:c.a.armstrong@qub.ac.uk)

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