



## **Introduction to Employment Practices Liability Insurance**

### **Course Description**

This introductory course will provide an insight into the risks covered by the different types of employment practices liability insurance ('EPL') policies current in the UK market and the structure and operation of such policies. The purpose is to explain how an employer may arrange insurance protection against the growing risk of liability arising from employment-related disputes.

### **Target Audience**

Delegates will be expected to have a basic knowledge of liability insurance principles and practice; knowledge of employment law is not required. They may be underwriters, brokers, policy technicians, claims-handlers or lawyers involved in the provision of insurance or advice to commercial clients.

### **Course Objectives**

On completion of the course delegates will:

- Understand the types of employment disputes between employees and their employers
- Have knowledge of how changes in legislation are increasing the exposure of firms to employment practices liability claims
- Have an understanding of the types of claims made under employment practices liability policies in the UK and USA
- Understand the factors that are likely to result in increasing litigation against employers
- Know how cases are brought to employment tribunal in England and Wales
- Understand the coverage provided by an Employment Practices Liability insurance policy
- Understand the differences between an Employment Practices Liability policy and Legal Expenses insurance
- Have an understanding of the principal underwriting considerations that apply when underwriting Employment Practices Liability insurance
- Understand what risk management measures firm will use to reduce the likelihood of employment practices litigation

### **Course Format**

This course will be presented as an interactive workshop with a mixture of tuition and case studies.

### **Course Content**

- The employment minefield – why employers need protection
- Recent cases and changes in employment legislation
- Employment practices – good, bad and indifferent
- When legal expenses insurance is not sufficient
- The structure of the Employment Practice Liability
- Controlling the claim and limiting the loss
- Advisory and training services

**Trainer      Neil Park    MA MBA FCII**

Neil Park is a business trainer and consultant working inside and outside of the insurance and risk management industry. He spent seventeen years managing major client relationships and leading broking teams in the London and North American insurance markets. Whilst in North America he coordinated the Professional Indemnity programmes of a Big 4 accountancy firm. In the U.K. he advised large U.K. multinationals on their risk financing and risk management requirements specialising particularly in the engineering, retail, telecommunications and construction industries. He advised on all major non-marine classes of insurance including Property Damage/Business Interruption and Liabilities (including Directors and Officers and Professional Indemnity). He also assumed a project leadership role managing various projects including company conferences, the establishment of a captive consultancy service line and led the project which embedded project management disciplines throughout the broking operation.

**Duration**      1 day

**Date**            **22<sup>nd</sup> September 2010**

**Time**            9.30 am – 5.00 pm

**Venue**            IMC Training Rooms, 16 St Clare Street, London EC3N 1LQ

**Fee**                **£245.00 +VAT** (including refreshments and buffet lunch)

**Bookings**      To reserve a place on this course please contact Tony Gregory  
Telephone: 020 7481 9070 or email: [tony.gregory@imc-seminars.com](mailto:tony.gregory@imc-seminars.com)