As you may be aware, the English Solicitors Regulation Authority (SRA) has changed the way it administers professional development. Broadly, the mandatory 16 hours of CPD is being removed and replaced by a focus on "continuing competence." This takes effect from November 2016, although there is an ability to opt out early.

Learning remains of paramount importance at Linklaters and we know that this is the case with our clients too. Therefore we shall continue to provide our seminar and training programmes in much the same way as before.
Employment half-day catch-up

Friday 23 September 2016

9:00am: Registration and breakfast
9:30am: Seminar start
12:30pm: Buffet-style lunch and networking

Linklaters LLP, One Silk Street London EC2Y 8HQ

This seminar will be of interest to General Counsel, Heads of Legal, HR Directors, Diversity and Inclusion Managers and in-house legal and HR professionals.

CPD: 3 points

Seminar description

This has been a particularly busy year for many employment and HR practitioners. The impact of the Brexit vote on businesses and employees is as yet unknown but adds another layer of complexity to an already growing body of regulatory requirements and legislative initiatives. In this half-day session, through a combination of plenary and break-out sessions, we will discuss the following key issues:

> Whistleblowing: learning from best practice. We will be joined by Sean Parker, Head of Safety Data at the UK Civil Aviation Authority, to discuss how effective whistleblowing arrangements in the aviation sector can benefit other sectors;

> Financial services round-up: including an EU remuneration update post-Brexit and an overview of the SMCR six months on;

> Recent trends in employment litigation: David Speakman and David Craig QC will share their experience; and

> Communications in a post-Brexit world: we will joined by Brunswick Group, communications experts, to consider communications issues and risks arising in a post-Brexit world, including the impact of external communications on employees and the development of a communications plan.

Featuring external speakers: Sean Parker – Head of Safety Data at the UK Civil Aviation Authority, Charlie Potter and Andrew Platt-Higgins – Brunswick Group, David Craig QC – Essex Court Chambers

Definitely one of the best programmes I've been to this year.
CPD half-day catch-up

**Tuesday 4 October 2016**

- 8:45am: Registration and breakfast
- 9:10am: Seminar start
- 12:15pm: Buffet-style lunch and networking
- 12:45pm: Seminar restart

**Linklaters LLP, One Silk Street London EC2Y 8HQ**

**Seminar description**

This CPD half-day will give you a chance to catch up on the latest developments in various areas of law, and, for those of you collecting CPD points, gain four CPD points before the end of the CPD year (31 October 2016). You are welcome to attend just those sessions in which you are interested. You will get 0.5 CPD points for every half-hour attended.

We are delighted to be joined, once again, by our keynote speaker, Professor Edwin Peel. Ed is a professor of law at Keble College, Oxford and author of, amongst other things, *Treitel on the Law of Contract*. He is also the co-editor of a number of books, including *Halsbury’s Laws of England (Contract)*, *Commercial Remedies*, *Winfield & Jolowicz on Tort*, *Contract Terms* and *Contract Formation and Parties*.

**Speakers will be drawn from**

- **Ben Carroll**
  Partner
- **Ed Chan**
  Partner
- **Lucy Fergusson**
  Partner
- **Tom Lidstrom**
  Partner
- **Peter Church**
  Counsel
- **Ian Rodwell**
  Head of Client Knowledge & Learning
- **Bernice Dunsmuir**
  Consultant
- **Joanna Dreger**
  EU Law and Policy Manager
Dangerous liaisons? Liability for service providers and contractors, and how to mitigate the risks

Thursday 13 October 2016
8:45am: Registration and breakfast
9:00am: Seminar
Linklaters LLP, One Silk Street London EC2Y 8HQ

This seminar will be of interest to General Counsel and in-house senior legal advisers in both corporates and financial institutions.

CPD 1 point

Seminar description

Dealing with third party service providers and contractors is a necessary part of business life, allowing companies to outsource necessary functions, benefit from specialist expertise/advice and benchmark against their peers. However, such interactions raise a range of potential attributions of liability for antitrust and bribery/corruption infringements and broader considerations regarding data protection obligations. This can mean that even where a company has a genuine compliance culture internally, it could become embroiled in illegal behaviour through third parties.

Please join us for an interactive panel session involving the discussion of these critical challenges. Among other questions we will be considering:

> How can companies achieve best practice in anti-bribery/corruption compliance to ensure appropriate oversight of contractors?
> To what extent can companies be liable for anti-competitive activities of an agent or sub-contractor? Should companies be concerned about information flows with third parties (e.g. benchmarking agencies or online platform providers)?
> How can companies manage their data protection obligations to employees and customers when dealing with external contractors?
> How can companies limit exposure to third party illegal behaviour through diligence and contract?
The impact of Brexit on financing transactions

Tuesday 1 November 2016
- 8:45am: Registration and breakfast
- 9:00am: Seminar
- Linklaters LLP, One Silk Street London EC2Y 8HQ

This seminar is aimed at in-house lawyers within banks and financial institutions responsible for the documentation of financing transactions.

CPD 1 point

Seminar description

With the dust starting to settle a little post the UK’s vote to leave the EU, experts from our banking, capital markets and projects teams take a look at the practical implications of Brexit for financing transactions. In particular, we will discuss the key documentary provisions in different types of financing arrangement which may be affected in the immediate aftermath of the vote, highlight how parties may wish to address these, and examine the potential longer-term consequences for financing transactions as a result of the UK’s withdrawal from the EU.

Speakers will be drawn from
- Mark Brown
  Partner
- Jeremy Stokeld
  Partner
- Kirsty Thomson
  Partner
- Alisa Fiddes
  Counsel

Great range of topics and very skilled speakers. Excellent content and delivery.
Limitations of human memory and implications for interviewing and investigations

Tuesday 8 November 2016

This seminar will be of interest to in-house legal and compliance and employment and anyone involved in interviewing as part of an internal or regulatory investigation.

CPD 1 point

Seminar description

Obtaining accurate and reliable information from interviewees and potential witnesses about what happened during a particular event is critical to the effective handling of disputes and investigations. However, contrary to popular belief, memory does not operate like a videotape. Remembering is a constructive process and is prone to errors as a result – including the omission, alteration or fabrication of details. Memories of events are also influenced by the environment in which they are recalled, including the way in which questions are asked, as well as the content of an interviewer’s questions.

Understanding the limitations of human memory should therefore inform the way in which we conduct interviews, particularly in the context of formal proceedings and regulatory investigations. In this training session, Dr Ula Cartwright-Finch, a managing associate in our Dispute Resolution team and a lecturer in legal psychology, will explore key findings from the scientific research in this area and provide some guidelines and techniques for how to draw out the most credible information from an interviewee.

Speakers will be drawn from

Dr Ula Cartwright-Finch
Managing Associate

Really good practical guidance and an engaging format.
Pay reporting: responding to rising expectations of detailed disclosure

Tuesday 15 November 2016
8:45am: Registration and breakfast
9:00am: Seminar
Linklaters LLP, One Silk Street London EC2Y 8HQ

This seminar will interest GCs and HR specialists in any business with 250+ UK employees, particularly UK quoted companies.

CPD 1 point

Seminar description

Our seminar will focus on two areas of pay reporting we expect will be top of many companies’ HR/Reward agendas in 2017:

Gender pay gap reporting: From April 2017, UK businesses with 250+ employees will have to gather employee gender pay and bonus data which (by April 2018) they will have to publish on their own website, as well as on a government-sponsored website. Annual reporting will then follow and it is anticipated that sector-based “league tables” will be created from the publicly available data.

Renewing directors’ remuneration policy: UK quoted companies who last had their directors’ remuneration policy approved by shareholders in 2014 will need to present a refreshed policy to their shareholders for renewed approval in 2017.

Our seminar will focus on:
> The nature of the new gender pay gap reporting duties: whose pay must be included in the report, what pay elements must be reported, what the reports should say and how they should be prepared;
> What businesses can and must do now to best prepare for first and future publication of gender pay gap results;
> The “hot topics” in executive pay we expect investors and proxy advisors to focus on in 2017; and
> Key lessons learnt and issues to consider when revising your company’s directors’ remuneration policy.

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Linklaters Knowledge Portal

Our Knowledge Portal has a dedicated seminars section which brings together all of the firm’s global seminar content together in one place. It allows you to register for forthcoming seminars, as well as access materials and download videos and podcasts from past seminars and breakfast briefings. All seminars are listed chronologically, detailing the host office, making it easier to search for a specific seminar.

This is a no-cost, value-add service exclusive to our clients.

If you are not already registered, sign up now by visiting knowledgeportal.linklaters.com

Alternatively, if you would like to receive more information, please contact knowledgeportalsupport@linklaters.com

In addition to the seminars listed, we host a number of other practice and sector-based seminar programmes.

These include:

> Hong Kong seminar programme
> London Financial Regulation Group breakfast briefings
> London Derivatives and Structured Products breakfast briefings
> London Quarterly compliance breakfast series
> Luxembourg seminar programme
> Moscow Infrastructure Bonds seminar

As well as formal programmes, we host one-off seminars in other countries.

Please visit the Linklaters Knowledge Portal or our website www.linklaters.com/seminars to find out more.
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