

# Avoid any World Cup own goals

## Tackle absenteeism the correct way

By Glenn Jaques

Partner and employment law specialist at Wake Smith

**T**HE World Cup is here again and the prospect of four weeks of football on television is a happy one for many.

However, many employers do not feel so jolly about the impending World Cup.

According to recent research, up to one in seven workers will call in sick while they watch England and the rest of teams play in Germany this June.

The number of lost production days through absenteeism of this nature amounts to several million pounds.

Employers wishing to avoid the problem may wish to consider making it clear to employees that absenteeism caused as a result of watching the World Cup will not be tolerated and will ultimately lead to disciplinary action.

Employers should then, where appropriate, follow their own disciplinary procedures carefully.

## ACCOLADE FOR WAKE SMITH

**SHEFFIELD** law firm Wake Smith has received recognition at the Yorkshire Deals of the Year Award.

David Ware, Corporate Finance Partner, acted for Philidas Ltd in the purchase of the business of Pontefract based Infast Philidas Limited (manufacturers of fasteners for the automotive and industrial industry) which was short-listed and went on to win in the 'Best Use of Asset Finance' category.

He explains: "During 2004 Infast plc decided to close down its loss-making subsidiary.

"Infast was under the impression it could source the same products more

cheaply from the Far East, but by the time it realised this was not true for 50 per cent of the range it had already informed the Stock Exchange of its intentions.

"Roy Jones of Philidas Limited believed his management team could strip out a lot of the costs loaded on to Infast Philidas, a firm with a turnover at the time of £8.1million and gross profits of £2.9million.

"A bid was put together, with the help of Patrick Abel of PKF and funded by RBS subsidiary Euro Sales Finance.

"The package was secured against plant and equipment, stock and debtors."

If there is no disciplinary procedure in place then they should follow the "three-step procedure" prescribed by the Dispute Resolution Regulations 2004.

This consists of putting the allegation in writing to the

employee and inviting them to a disciplinary meeting.

A disciplinary meeting should be held to discuss the allegation.

The employee has the right to be accompanied at the meeting by a fellow employee or Trade



▲ **Don't fall foul of the regulations:** Peter Crouch is booked for dissent by referee Marco Rodriguez in England's World Cup Group B opener against Paraguay

Union representative.

The employee should then be told about the outcome of the meeting and any disciplinary sanctions applied such as a warning. The employee should also be told about his/her right to appeal.

It is worthwhile taking legal advice about the procedure as if the correct procedure is not followed this could result in a finding of unfair dismissal if the employee pursues a claim in the Employment Tribunal.

Wake Smith Solicitors have a

specialised Employment Law Team who can provide advice in this area and upon any employment law issue.

Taking advice first can help to avoid a legal hangover both during the World Cup and afterwards.



## THE DANUM HOTEL DONCASTER

Only 3 miles from J3 of M18  
5 mins walk from Railway Station  
Close to Robin Hood  
International Airport

### SPECIAL OFFERS AVAILABLE ON ALL CONFERENCE RATES



- ◆ Conference Capacity 350 Theatre Style
- ◆ Banqueting Capacity 250
- ◆ A La Carte Restaurant & Cocktail Bar
- ◆ Civil Wedding Licence
- ◆ Town Centre Location
- ◆ Friendly & Approachable Staff
- ◆ Competitive Rates
- ◆ 64 En-suite Bedrooms
- ◆ 5 Meeting Rooms

ROOM HIRE ONLY FROM £50 per day

DAY DELEGATE PACKAGES FROM £25 pp

24 HOUR RESIDENTIAL PACKAGES FROM £80 pp

DANUM HOTEL, HIGH STREET, DONCASTER

Tel: 01302 342261 Fax: 01302 761184

Email: sales@danumhotel.com www.danumhotel.com



### The Danum Hotel:

The Edwardian landmark in Doncaster has 63 ensuite bedrooms and extensive conference and banquet facilities for up to 350 people



**T**HE Danum Hotel is an impressive Edwardian building at the top end of High Street in the heart of Doncaster, within easy reach of the A1(M) and the M18.

The Danum Hotel has 64 ensuite bedrooms with a wide variety of suite and rooms complemented with excellent facilities.

The hotel restaurant is open everyday serving fine food.

Adjacent to the restaurant is

## Danum splendour

the Residents Cocktail Bar offering a variety of drinks and wines from around the world.

Next door to the hotel is Silks, the hotel's own pub with entertainment every weekend, in the surroundings of the famous and traditional horse-racing theme.

Cabaret events and tribute evenings have been organised for various dates in 2006.

For more details check the menu in the Restaurants & Bars section.

Extensive conference and banqueting facilities are available for up to 350 people.

The Grand Crystal Ballroom is an ideal venue for dinner dances, wedding ceremonies and receptions.

It can cater for up to 250 guests.

For rail travellers, Doncaster is also conveniently situated on the main Intercity line.

