

INDUSTRIAL LAW SOCIETY

www.industriallawsociety.org.uk

Chair

Sarah Fraser Butlin
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CHAIR'S REPORT 2022 / 2023

1. Officers and Committee

The Society's Officers and Committee members were on a two-year tenure since being elected in 2021. They were:

Chair: Sarah Fraser Butlin

Vice-Chairs: Anna Beale and Robert Lewis

Treasurer: Nike Balogun

Secretary: Rachel Wedderspoon

Ordinary Members:

Shubha Banerjee, Iain Birrell, Susan Harris, Andrew James, Omar Khalil, Dr John McMullen, Declan O'Dempsey, Rakesh Patel, Michael Reed, Madeline Stanley, Anita Vadgama and Emma Zarb

Ex-officio regional chairs during 2021 and 2022 have been: Connie Cliff (Birmingham), Joel Smith (who assisted Dr John McMullen in Leeds), Professor Tonia Novitz and Michael Ford KC (Bristol), Max Winthrop (Newcastle), Clive Day (Nottingham), and Hayley Johnson, Josephine van Lierop and David Martyn (Scotland).

Members co-opted onto the Committee in 2021 were: Ann Kelly.

Ex-officio members and co-optees are usually considered by the in-coming Executive Committee at its first meeting and are selected in order to ensure broad representation on the Committee across industry, legal practitioners including the judiciary and academia.

I would like to take this opportunity to thank all of the Committee members for their contributions over the last 12 months.

2. Membership

In spite of the ongoing challenges in relation to the pandemic, cost of living and consolidation across the sector, membership numbers increased to just under 500.

Honorary President: Sir Patrick Elias, **Vice-Presidents:** Dr Saphié Ashtiany, Professor Catherine Barnard, Mr D Cockburn
Professor Paul Davies KC, The Hon Mrs Justice Eady DBE, Lord Hendy KC, Sir Brian Langstaff,
Michael Rubenstein, The Hon Mrs Justice Stacey DBE, Melanie Tether, Lord Justice Underhill
A Registered Charity: No. 292145

I have no doubt that the newly elected committee for 2023 to 2025 will continue to develop membership further.

3. Principal activities

Hybrid Evening Meetings

These sessions have been highly successful and the Society remains committed to continuing to offer first-rate meetings on topical subjects, addressed by high calibre speakers, free of charge for our members. 2022/2023 meetings were as follows:

April 2022: His Honour Judge James Tayler: ***Reasonable Adjustments, Pitfalls and Possibilities***

May 2022: Joint Meeting with Bristol Law Centre: Dr Philippa Collins: ***Putting Human Rights to Work: Labour Law, The ECHR and the Employment Relation***

October 2022: Karen Jackson: ***Menopause: do we need another protected characteristic in the Equality Act 2010?***

November 2022: Will Winch: ***The Modern Slavery Act: Making Statements***

December 2022: Lady Justice Simler: ***Identifying the real reason for dismissal: reflections on Kong, Jhuti, and questions of attribution***

January 2023: Kathleen Healy and Charles Wynn-Evans: ***"TUPE CONTINUED" – a review, recap and a look ahead at key developments relating to TUPE***

February 2023 Mrs Justice Eady DBE: An '***In Conversation***' meeting, facilitated by REJ Nike Balogun

February 2023: In person only Bristol Meeting: Charles Wynn-Evans, ***"TUPE CONTINUED" – a review, recap and a look ahead at key developments relating to TUPE***

I would like to take this opportunity to pay special thanks not only to the Society's guest speakers but also to those who have chaired sessions.

2022 Annual Conference: Downing College, Cambridge

The 2022 Annual Conference was hosted at Downing College in Cambridge in hybrid format. Although numbers did not return to pre-pandemic levels, they significantly increased on the previous year with 127 in-person attendees and a much smaller number of additional participants (11) who joined online via zoom.

The Conference was extremely well received and speaker contributions were superb:

Panel Session:

Sex, gender identity and religion and belief in the workplace. Those sharing the platform were Clare Conaghan, Director, Dearden HR; Ben Cooper KC, Old Square Chambers; and Robin White, Barrister, Old Square Chambers;

Plenary Sessions:

Algorithms at Work - What if your boss was an algorithm?: Professor Jeremias Adams-Prassl, Magdalen College, Oxford

Restrictive Covenants: Lady Justice Elisabeth Laing DBE

Labour Migration in the Post-Brexit UK: Transformation or Evolution: Dr Manoj Dias-Abey, Co-Director at the Centre for Law at Work and Lecturer in Law at the University of Bristol

The protection of the individual right to strike under Article 11 and in domestic law: the journey to Mercer: Stuart Brittenden, Barrister, Old Square Chambers

Workshops:

ET procedure: highways and byways: Employment Judge David Massarella

All things Fire and Rehire: Gavin Mansfield KC, Littleton Chambers; and Neil Todd, Partner, Thompsons Solicitors

Personal injury claims in an employment context: Will Young, Outer Temple Chambers;

Simplifying Legal Professional Privilege for Employment Lawyers: Wonu Sanda, Senior Associate, CM Murray LLP; and Michael White, Barrister, 11KBW

After-Dinner Speaker Victoria Phillips, retired Solicitor and former Head of Employment Rights - Client Relations, Thompsons, Solicitors.

I would like to take this opportunity of recording thanks to all of the Society's Conference speakers and also all those who chaired at the Conference.

4. Plans for 2023/2024

The Society's newly elected committee will be considering the future shape of meetings going forwards. Details about further meetings will be circulated soon.

Our 2023 Annual Conference will take place at Keble College, Oxford on Friday 8 and Saturday 9 September. Full details will hopefully be circulated in early June.

5. Thanks

May I take this opportunity to record thanks to all those who have given their time to contribute to ILS events as speakers, organisers or chairs as well as my thanks to the Committee for their work during the year and the members of the Society for your continued participation and support.

6. Announcement

We record the sad passing of Dr John McMullen in 2022. John was a long standing and valued member of the ILS, having been an Executive Committee member for over 30 years. He was instrumental in setting up the Society's Leeds regional meetings in the late 1990s which he enthusiastically continued to organise, together with other ILS colleagues until the beginning of the covid lock-down. John is much missed by the Society and the wider employment law community.

Sarah Fraser Butlin
Chair

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES

OF THE INDUSTRIAL LAW SOCIETY

I report on the accounts of the Society for the year ended 31 December 2022, which are set out on pages 1 to 4.

Respective responsibilities of trustees and examiner

As the charity's trustees you are responsible for the preparation of the accounts; you consider that the audit requirement of section 43(2) of the Charities Act 1993 (the Act) does not apply. It is my responsibility to state, on the basis of procedures specified in the General Directions given by the Charity Commissioners under section 43(7)(b) of the Act, whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements to keep accounting records in accordance with section 41 of the Act and to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the Act have not been met or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

R.D. Ginbey
3 Page Road
BOWERS GIFFORD
Basildon
Essex SS13 2HP

ACCOUNTANT'S REPORT


In accordance with instructions given to us we have prepared the attached Accounts from the records and from information and explanations received from the Treasurer of the Industrial Law Society and we certify that it is in accordance therewith.

R D Ginbey
3 Page Road
BOWERS GIFFORD
Basildon
Essex SS13 2HP

THE INDUSTRIAL LAW SOCIETY

STATEMENT OF ASSETS AND LIABILITIES AS AT 31ST DECEMBER 2022

	<u>2022</u>	<u>2021</u>
	£	£
ASSETS RETAINED FOR THE CHARITY'S OWN USE		
Office Equipment at Cost	14,949	14,143
Additions	110	806
	-----	-----
	15,059	14,949
	-----	-----
CASH ASSETS		
Cash at Bank	96,497	94,546
	-----	-----
LIABILITIES		
HMRC	653	492
Payroll Admin	450	225
Telephone		
(incl e-mail/broadband/zoom)	102	202
Annual Conference	-	96
International Society for Labour Law	-	252
Stationery	-	30
Evening Meeting	145	-
Bank Charges	16	-
	-----	-----
	<u>£ 1,366</u>	<u>£ 1,297</u>

Approved  Chair



THE INDUSTRIAL LAW SOCIETY

INCOME AND EXPENDITURE ACCOUNT

YEAR ENDED 31 DECEMBER 2022

		<u>2022</u>		<u>2021</u>
	£	£	£	£
INCOME				
Subscriptions: Individual		28,207		28,859
Corporate		15,665		15,510
Journal Sales		15,191		9,394
Deposit Account Interest		-		-
		-----		-----
		59,063		53,763
LESS EXPENDITURE				
Postage & Stationery	167		141	
Employment Expenses:				
Inc. employers' NI	29,951		30,477	
Insurances	2,692		2,616	
Information Commissioners Office	35		35	
Secretarial Expenses	-		-	
Affiliation and accreditation Fees	252		-	
Bank Charges	2,077		2,215	
Printing	-		-	
Telephone				
(incl e-mail/broadband/zoom)	1,979		1,650	
Accountancy & Payroll Administration	1,375		1,135	
Gifts	33		146	
Miscellaneous	-		-	
Email/website development	1,695		2,905	
OUP	-	40,256	-	41,320
	-----	-----	-----	-----
		18,807		12,443
SURPLUS/(DEFICIT) ON CONFERENCES & EVENING MEETINGS				
		(16,746)		2,103
		-----		-----
(DEFICIT)/SURPLUS FOR THE YEAR		<u>£ 2,060</u>		<u>£14,546</u>

THE INDUSTRIAL LAW SOCIETY

INCOME AND EXPENDITURE ACCOUNT

YEAR ENDED 31 DECEMBER 2022

		<u>2022</u>	<u>2021</u>	
	£	£	£	£
ANNUAL CONFERENCE				
Income		45,975		30,938
Less Expenses				
Venue hire (incl: AV Aids)	44,618		23,814	
Speakers	587		1,025	
Postage, Printing, Promotion & consumables	238		135	
		45,443		24,974
SURPLUS/(DEFICIT)	-----	532	-----	5,964

SUMMER PARTY (JUNE)

	£	£	£	£
Income		3,910		
Less Expenses				
Hire of venue	2,762		-	
Speakers	-		-	
Postage, Printing & Promotion	-	2,762	-	
SURPLUS/(DEFICIT)	-----	1,148	-----	-----

THE INDUSTRIAL LAW SOCIETY
INCOME AND EXPENDITURE ACCOUNT
YEAR ENDED 31 DECEMBER 2022

		<u>2022</u>	<u>2021</u>	
	£	£	£	£
PUB QUIZ (DECEMBER 2021)				
Income				470
Less Expenses				
Donation to MIND			470	
Hire of venue				
Speakers				
Postage, Printing & Promotion & consumables				
	-----	-----	-----	-----
SURPLUS/(DEFICIT)				(470)
EVENING MEETINGS: (ALL CENTRES)				
Income		1,120		549
Expenses				
Hall Hire	17,583			2,946
Speakers expenses	588		480	
AV Technician	1,114		421	
Postage, Printing, Promotion & consumables	262	19,547	93	3,940
	-----	-----	-----	-----
SURPLUS/(DEFICIT)		<u>(18,427)</u>		<u>(3,391)</u>
TOTAL SURPLUS/(DEFICIT) ON CONFERENCES AND EVENING MEETINGS		<u>(16,746)</u>		<u>2,103</u>

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Office Hours: 9am to 1pm

Treasurer's Report 2022

This year's report is presented once again accounting for the activities of the Society on a "Receipts and Payments" basis.

The Society made a surplus of £2,060 for 2022.

Subscription Income

There was a modest decrease of just under 2.5% in Individual subscription income and a small increase of 1% in the Society's Corporate subscriptions.

Sales of the Journal

Sales of the Journal were exceptionally strong in 2022 with £15,191 being received from OUP in respect of profit share scheme.

Annual Conference

The Society's Annual Conference made a small surplus of £532.

Conference fees were kept as low as possible by the Society's Executive Committee who unanimously agreed they should remain at the same rate as they were in 2019 and 2021. (NB In 2020 the Conference was held online only).

More venue costs were incurred in terms of bedroom and dining booking fees due to the increase of in-person delegates and a reduction of online participants in 2022 from the previous year.

Some £3,105 of income from the Conference is attributable to delegates arriving the evening before the start of the Conference and paying for an additional night's bed and breakfast. No profit on these costs were made by the Society.

The venue's 'Hybrid Meeting Package' on top of lecture room hire resulted in an extra £2,200 in fees to the Society. This amount did not include costs of hire of an additional AV technician for the breakout sessions.

As well as the sweepstake monies raised at the banqueting dinner at the Conference, the Society donated £250 to Hope Not Hate, making a total of £500 which was sent to the charity. This sum is recorded under speakers' expenses.

BBQ/Summer Party

Although the 2022 BBQ/Summer Party shows a surplus of some £1,148 a deposit of £2,200 was in fact made in 2020 for the event which was subsequently cancelled in 2021! Once the figures are adjusted to take into account the previous deposit, the BBQ/Summer Party actually made a deficit of £1,052.

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Professor Paul Davies KC, The Hon Mrs Justice Eady DBE, Lord Hendy KC, Sir Brian Langstaff,
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Evening Meetings/Webinars

Costs to the Society for the hybrid sessions substantially increased six-fold in 2022. The deficit of £18,427 was due to a significant increase in venue hire costs, additional sessions taking place and AV technician costs of £1,114.

The Society is, however, due a refund of some £1,046 for Evening Meeting venue hire from 2022 and when this is taken into account the deficit is reduced to £17,381.

Whilst the Society has sourced a freelance AV technician (as The Law Society does not have webinar equipment in their lecture room and does not have a full-time in-house technician working for them), their fees are considerably less than was quoted to hire one via The Law Society. The freelance technician the Society has secured sets up the camera and microphone equipment purchased by the Society and will also sit in every evening session to monitor AV feeds etc, to be on hand if needed and fix any AV issues if they arise.

While the Society's Executive Committee are monitoring the viability of these additional costs versus number of in person attendees for each hybrid session, they were, and are, keen to continue with regular hybrid evening meetings so that members have the choice of meeting peers in person, participating in a session and debating and/or exchanging views online or in person as well as enabling attendees to socialise afterwards if they so wish.

General Income & Expenditure

The final phase of the rebuild of the Society's web-site was completed in 2022 at an additional cost of £1,695.

As a consequence of the Society changing online Merchants with lower online transaction tariffs in the middle of 2022, bank charges decreased by some 6%.

The Society spent £110 on a SumUP card reader so that delegates attending the Annual Conference could buy raffle tickets for the sweepstake at the banqueting dinner by card instead of cash. However, the machine was faulty so we were unable to use it in the end!

Increases in insurance premiums, telephone/email/broadband and zoom accounts arose once again from retail price hikes.

The co-ordinator was awarded a one-off bonus payment of £600 (gross) in December. Annual pay remains unchanged but the decrease is attributable to the timing of the payments of NI & Tax to HMRC.

A wedding gift of some £33 was made to a member of the Society's Executive Committee.

General

Income and expenditure for the year has remained stable which is extremely encouraging in the current difficult climate, whilst the bonus payment from Journal sales has made the difference between profit and loss for the year. The bank balance has remained in good shape and funds have risen to £96,497 and provides a very sound base for future projects.

Nike Balogun
Treasurer, ILS