

# This week's articles & briefings (abstracts only)



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## Seminars & Workshops

### [Inappropriate behaviour: Social networking and banter - mitigate your risks with this new course \(3 for 2 discount\)](#)

Last month, Argos reportedly sacked an employee after he complained about his job on Facebook. Unreasonable behaviour is not always a misconduct or underperformance issue. Participants will leave this course able to understand the legal aspects of such breakdowns; and to identify the line between acceptable and unacceptable behaviour. Book early to avoid disappointment (limited workshop sizes). £249 per person (with a 3 for 2 discount).

### [Promoting NEDucation 2011: Event for non-executive directors of UK-listed companies \(No charge\)](#)

Martin Webster (Pinsent Masons), Fidelity and the Financial Reporting Council will be speaking at the event. Jon Moulton of Better Capital will be giving the keynote speech. The event will take place on 14 October 2011 in London.

### [Women on Boards: The Role of the NED](#)

We are hosting a seminar on The Role of the Non-Exec – mentoring, sponsoring and what to do when you get there. The seminar will take place on 6 October in our London office.

## Briefings, Comment & Publications

### [Disguised remuneration guidance: What does it mean for share plans?](#)

Draft guidance from HMRC on the disguised remuneration rules brings further clarification on some issues, but no significant changes in approach.

### [Executive remuneration: New government consultations on reporting, regulation and structure](#)

On 19 September 2011, and timed to coincide with Vince Cable's party conference speech, the Department for Business, Innovation and Skills published two consultation papers that are directly relevant to UK executive pay in public companies.

### [HR Network TV: Dismissals for breakdown in working relationship; Council job cuts cost £14m in redundancy payouts; Disability incli](#)

This week's audio-visual programme covers: 1) Daniel Nagel advises on dismissals for breakdown in working relationships, with reference to recent case law. 2) Kent CC estimates job cuts will cost £14m. Morag Hutchison explains the make-up of redundancy costs; and 3) Employers and recruiters have launched a "disability inclusion" initiative. Produced by the Employment Group's Joe Glavina with advice, commentary and views from our employment lawyers based on their experiences. Published 20 September.

### [HR Network TV: Unions announce day of strikes; Using agency workers to combat strikes; Public Sector Equality Duty - specific dutie](#)

This audio-visual programme covers: 1) Trade unions have declared a nationwide day of strike action on 30 November. Daniel Nagel advises employers; 2) Linda Jones advises on the use of agency workers to combat strike action; and 3) The specific duties of the Public Sector Equality Duty came into force on 10 September. Selwyn Blyth explains their significance. Produced by the Employment Group's Joe Glavina with advice, commentary and views from our employment lawyers based on their experiences. Published 16 September.

### [HR Network weekly briefing: 23 September 2011](#)

This week's edition includes: 1) Companies sign up for gender equality reporting; 2) Agency Worker Regulations threaten 500,000 temporary contracts; 3) National Minimum Wage guidance for interns; and 4) Government proposals for executive pay.

### [Local Government law update: Issue 145](#)

News, articles, press releases and official documents relating to local government.

### [NED awards 2011: Do you want to nominate your NED?](#)

Pinsent Masons are sponsoring the 2011 NED Awards. The NED Awards recognise the achievements of Non-Executive Directors within the business and not-for-profit community. If you would like to nominate a NED who has performed exceptionally well, click on 'read more'.

### [Weekly housing news: Issue 217](#)

News, articles, press releases and official documents relating to housing, housing associations and social housing developments.

## News

### [Car insurer's repair costs "cannot be in the public interest", judge says](#)

A major motor insurer has been "boosting profits" beyond the actual costs it incurs carrying out repairs, a County Court judge has said.



### [Companies need consent before cookie tracking, EU Commissioner says](#)

te operators need to gain internet users' permission before storing information about their online activity in 'cookies', the European Commission's Vice President has said.

### [Consumers will lose out following extension of performers' copyrights, academic claims](#)

Extending the term of copyright protection for sound recordings from 50 to 70 years will cost the general public more than €1bn, an intellectual property academic has claimed.

### [Corporate landlords must do better on service charges, occupiers' survey says](#)

Landlords must improve arrangements relating to service charges, according to an annual survey of corporate occupiers.

### [Economists predict UK's emergence as top five manufacturing supplier, survey says](#)

The UK could become one of the world's top five suppliers to leading global manufacturers over the next two years, a survey by leading economists has revealed.

### [Firing the contractor rarely leaves construction projects better off, says expert](#)

OPINION: When a construction project is going badly wrong and a contractor is not doing its job it can be very tempting to punish that company by terminating its contract. But while that might seem satisfying it will almost certainly land you in trouble.

### [Free service for users prompts EU investigators to take 'special care' over Google case](#)

Google's business model is forcing EU regulators to take "special care" in their assessment of whether the search giant is abusing its market dominance in breach of EU laws, Europe's Competition Commissioner has said.

### [Google allows Wi-Fi ID opt out after EU watchdog pressure](#)

Owners of Wi-Fi networks will be able to ask Google not to use their network to locate mobile phone users, the company said.

### [Government already has network suspension powers if public order threatened](#)

The Government has the power to suspend communications networks in the interests of public safety or national security. Communications network operators have told MPs that such bans would not improve public safety.

### [Government proposes legislation to beat avoidance scheme](#)

New legislation published and taking effect from last Thursday will stop the use of manufactured overseas dividends (MODs) in a tax avoidance scheme, the Government has said.

### [Government proposes single catch-all consumer protection law](#)

The Government has proposed centralising all existing UK consumer protection laws and regulations under a new Consumer Bill of Rights.

### [Lib-Dems back repeal Digital Economy Act's copyright infringement measures](#)

Sections of the UK's Digital Economy Act (DEA) that deal with tackling online copyright infringement should be abolished, the Liberal Democrat party has said.

### [Liverpool City Council announces new finance plan for school refurbishment](#)

Liverpool City Council will go ahead with a £100m plan to rebuild its secondary schools despite the cancellation of the Government's Building Schools for the Future (BSF) programme, it has announced.

### [Major companies sign up to Government gender equality reporting plan](#)

The Government has published a framework to help companies to create and publish reports about gender equality in companies.

### [Most EU countries compliant with mediation requirements, European Parliament says](#)

Most EU countries are not only compliant but are in some cases ahead of the Mediation Directive's requirements, the European Parliament has said.

### [New principles agreed for out-of-print book licensing](#)

The European Commission has created the basis for the digitising and distribution by libraries of out of print books that are still protected by copyright, it has said.

### [Newzbin 2 operators launch software to counteract site-blocking measures, reports say](#)

A copyright-infringing website has developed software to circumvent technology BT has been ordered to use to prevent its customers accessing the site, according to media reports.

### [OFT to investigate foreign currency charges following watchdog complaint](#)

The UK's consumer protection regulator is to investigate whether consumers are paying too much for foreign currency.

### [Privacy watchdogs to form opinion of advertising code's compliance with cookie laws](#)

European data protection watchdogs will later this year issue "an informed opinion" on an online behavioural advertising (OBA) code it has previously said would not automatically make businesses compliant with EU laws on cookies.

### [Simplified company reports could lead to more transparency on executive pay](#)

Plans to simplify "unwieldy, complex and hard to understand" annual reports could also lead to more transparency on executive pay, the Government has said.

#### [Sony asks customers to waive right to collective redress](#)

Sony has changed the terms and conditions of its PlayStation Network (PSN) and asked its users to sign away their right to collective redress but a UK lawyer has said that the clause may not be upheld by UK courts.

#### [Study claims sales growth jump for retailers who integrate shops and web](#)

Retailers which connect their online and offline businesses had bigger growths in sales between 2007 and 2010, a study commissioned by a digital agency has said.

#### [UK business executives should be more aware of cyber threats, report says](#)

Senior managers of UK businesses are "uninformed" about cyber threats to their business, new research has claimed.

#### [US patents will be issued on 'first to file' basis after law change](#)

US inventors will no longer have to engage in legal tussles over who came up with an idea first after a US President Barack Obama signed a new patent Act into law.