



WELCOME TO CLARITY FOR EMPLOYMENT.

Employment Law e-bulletin - September 2021

Welcome to our September e-bulletin. You can now register for our Essential Employment Law webinar covering key employment law developments that you need to be aware of. See below for more details. In this month's e-bulletin, we look at a recent case dealing with the interaction between (1) the requirement to make reasonable adjustments and (2) pay protection when a disabled employee needs to move to a lower paid role. In addition, we focus on the very topical issue of whether failing to consider using the furlough scheme as an alternative to redundancy results in an unfair dismissal.

All of our other regular features are here too, including links to our weekly podcasts. Scroll down to find out more.

INNES CLARK

Head of Employment Team



Free Essential Employment Law webinar



Essential Employment Law Webinar

Join us for a free employment law webinar covering key employment law developments

6 October 2021 at 11am

Join us for a free employment law webinar covering key employment law developments including:-

- New duty on employers to prevent sexual harassment
- Employment Bill update
- Right to work changes
- Long covid - implications for employers
- Menopause and disability
- Lessons from the annual CIPD health and wellbeing survey
- A look ahead to 2022

Join leading employment law experts, **Innes Clark**, **Alan Delaney** and **Sarah Gilzean**, for all the latest employment law developments and a chance to ask questions.

To register for free click on the link below:-

This webinar is applicable to the law of Scotland, England and Wales.

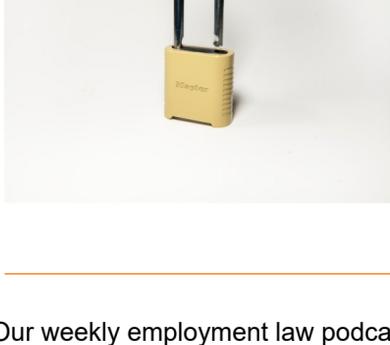
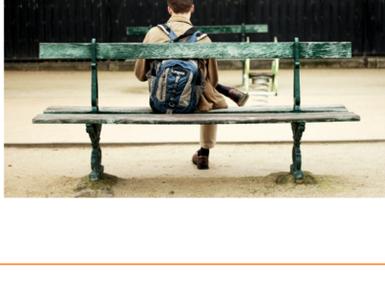
[REGISTRATION DETAILS](#) ↓

HOT TOPIC

Furlough and unfair dismissal

Two employment tribunals have recently looked at whether it is necessary to consider furlough as an alternative to dismissal, coming to different conclusions.

[READ MORE](#) →



INSIGHT

Is indefinite pay protection a reasonable adjustment?

Is maintaining indefinite pay protection a reasonable adjustment when an employee can no longer remain in the same role due to a disability?

[READ MORE](#) →

Our weekly employment law podcasts

You can listen to our most recent employment law podcasts by clicking on the links below:-

[ECJ ruling on religious dress to be treated with caution](#) - David Hossack talks to discrimination expert Sarah Gilzean about a recent case where the ECJ found that banning all forms of religious dress was not discriminatory and they discuss whether the case is likely to be followed in the UK.

[Right to work after Brexit](#) - David Hossack and business immigration expert Stuart McWilliams discuss what an employer should do if they identify a member of staff who has missed the deadline for applying for status after Brexit.

[Employment Law Essentials for the Autumn](#) - David Hossack and Innes Clark look at the issues that employers need to be considering right now as well as highlighting what employers need to be preparing for.

For links to more of our podcasts see our [Legal knowledge hub - Employment law podcasts](#)



TRIBUNAL WATCH

Covid-19 employment tribunal watch

Lessons can be learnt from the Covid-19 related employment tribunal claims that are now being heard.

[READ MORE](#) →



Employment law covid round up

Our monthly round up of the Covid-19 news you may have missed.

[GET THE NEWS](#) →



What else is happening in employment law?

We look at what else is happening in employment law away from the pandemic.

[READ THE ROUND UP](#) →

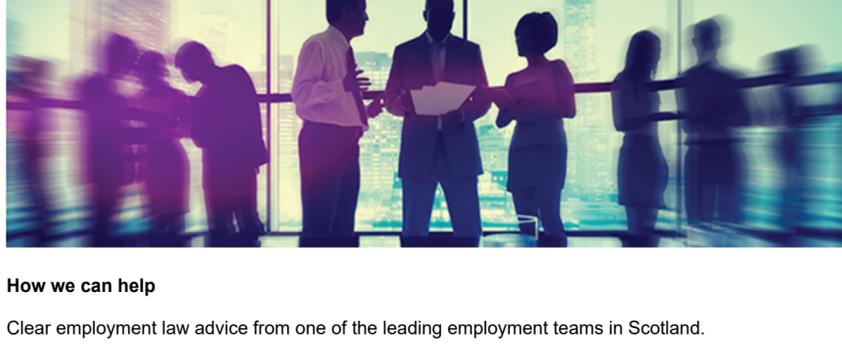
Employment law guideline and timeline



To see our Brief Guide to Employment Law in Scotland, England and Wales, click [here](#).

For details of upcoming changes in employment law, see our [Updated Employment Law Reform Timeline](#).

Employment law support for your organisation



How we can help

Clear employment law advice from one of the leading employment team teams in Scotland.

- More Law Society accredited specialists than any other team in Scotland
- Clear, pragmatic, cost effective, legally privileged advice
- Fixed fee packages available (including Tribunal awards insurance, if required)

A highly professional and responsive service...very approachable and always easily contactable - Chambers and Partners

Contact innes.clark@morton-fraser.com to find out more.

Employment law training

We offer a practical series of employment law courses covering key employment law and related HR issues including:-

- Disciplinary and grievance issues training
- Managing employees (Performance) training
- Managing employees (Sickness Absence) training
- Discrimination and harassment training
- Employment Tribunal Procedure and Witness Familiarisation training
- Immigration & Employment training
- GDPR: the practical day to day skills you need to know in the workplace

Our courses are designed for business owners, HR professionals, line managers, in-house lawyers, finance team members, charity trustees and board appointees.

All of our courses have a very practical focus, drawing on our many years of experience advising both employers and employees.

Our courses can be delivered face to face or via a live webinar.

For further information please contact Innes Clark on 0131 247 1181 or at innes.clark@morton-fraser.com.



Contact us

If you have any questions on the content of this e-bulletin or if you would like to discuss any other employment issue then please contact any of the Employment Law Partners listed below or speak to your usual Morton Fraser employment team contact:-

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