

## Employment Law e-bulletin - January 2022

Happy New Year and welcome to our January e-bulletin. We kick off 2022 by looking at what to expect in employment law this year - with multiple consultations in the past two years we may see a flurry of new employment rights being introduced. This month we also cover a recent decision in the EAT relating to flexible working and look at a new type of pension that should be available in the UK this year.

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

### EMPLOYMENT LAW TRAINING - EQUALITY AND DIVERSITY

Due to popular demand, we are running Equality & Diversity training again on 17 January 2022. If you don't provide training on equality & diversity or you haven't provided refresher training over the past year then your organisation may be exposed to financial and reputational risk. Click on the [link for full details and cost of attendance](#).

Feedback from some of our recent attendees includes:-

*"I was really impressed with the pre-reading materials which allowed a good pace to be maintained throughout the session."*

*"Impressive real examples provided by facilitators to bring this subject to life."*

### EMPLOYMENT LAW TRAINING - WINTER/SPRING TRAINING PROGRAMME

Register below for our upcoming essential employment law webinars. Our webinars last for approximately 50 minutes and are free to attend. Click on the links below for further details.

- [Employment law - what to expect in 2022 - 13 January 2022](#)
- [2022: The year of holidays - holiday masterclass - 10 February 2022](#)
- [Long covid & menopause - emerging disabilities - 24 March 2022](#)

All of our training sessions are delivered by way of a live webinar and are applicable to the law of Scotland, England and Wales.

## INNES CLARK

Head of Employment Team

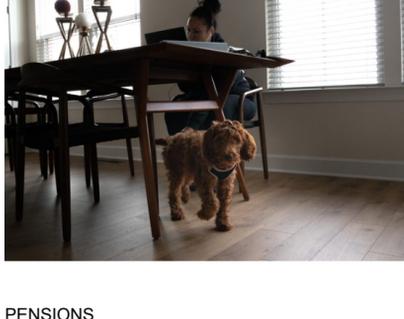


### PREVIEW OF THE YEAR

## What to expect in employment law

A look at what to expect in 2022.

[READ MORE](#) →



### EMPLOYMENT APPEAL TRIBUNAL DECISION

## Flexible working

Agreement to extend decision period for flexible working application must be clear.

[READ MORE](#) →

### PENSIONS

## New type of pension to be available in 2022

The Collective Defined Contribution Scheme is likely to be introduced in 2022.

[READ MORE](#) →



## Our weekly employment law podcasts

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

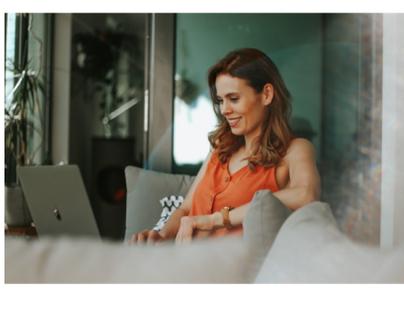
[Employment law 2022 - what to expect - Part 1](#) - In part 1 of a 2 part podcast, Innes Clark and David Hossack discuss what to expect on the employment law front in the first half of 2022.

[Employment Law Review of the Year 2021 - Part 2](#) - In the second part of a two part podcast, Innes Clark and David Hossack look back at what happened in employment law in the second half of 2021.

[Employment Law Review of the Year 2021 - Part 1](#) - Innes Clark and David Hossack look back at what happened in employment law in the first half of 2021.

[A costly lesson for employers looking to circumvent pay bargaining with their trade unions](#) - Sarah Gilzean talks to barrister Stuart Britenden about the recent decision of the Supreme Court in *Kostal v Dunkley* and the costly lesson for employers seeking to bypass collective bargaining with their trade unions.

For links to more of our podcasts see our [Podcast Library](#).



### GUIDANCE

## Working from home - current Government guidance around the UK

A brief summary of what the rules are wherever you are in the UK.

[READ MORE](#) →

### ROUND UP

## Employment Law Covid-19 round up

Our monthly round up of the COVID-19 employment law related news.

[READ MORE](#) →



### UPDATE

## What else is happening in employment law?

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

[READ MORE](#) →

## EMPLOYMENT LAW GUIDELINE & 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 [Employment law reform timeline](#).

## EMPLOYMENT LAW SUPPORT FOR YOUR ORGANISATION



### How we can help

Clear employment law advice from one of the leading employment 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](mailto:innes.clark@morton-fraser.com) to find out more.

## FIXED-PRICE ONLINE MEDIATION SERVICE FOR EMPLOYMENT DISPUTES

Also a reminder that we have a [fixed-price online mediation service for employment disputes](#) in response to what we predict will be a changing demand for how disputes are resolved, accelerated by the current pandemic. Headed by David Hossack, one of the most experienced mediators in Scotland, the service provides a swift and cost effective way of resolving employment disputes.



## 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:-

[Innes Clark](#) on 0131 247 1181

[Lindsey Cartwright](#) on 0141 274 1141

[David Hossack](#) on 0131 247 1024

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