

## Employment Law e-bulletin - October 2022

Welcome to our October e-bulletin. We start this month by looking at how employment law may be affected by the appointment of Liz Truss as Prime Minister with some significant changes already on the way. We also highlight new ACAS guidance on suspensions, the help available to employers dealing with mental health in the workplace and what to do if your employee has lied on their CV. There is also still time to sign up for our **Supporting Neurodiversity in the Workplace** webinar on 4 October - see below for more information.

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

### EMPLOYMENT LAW 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.

- [Inclusive workspace - supporting neurodiversity in the workplace](#) - 4 October 2022
- [Employment law - what to expect in 2023](#) - 12 January 2023

Our webinars are applicable to the law of Scotland, England and Wales. If you can't attend on the day please register anyway and we will send you a recording of the webinar.

Feedback from recent attendees at these seminars include "very comprehensive and informative - the presenters come across very well and know their stuff", "speakers were brilliant" and "really slick, timed well and used the hour really effectively".

### TRICKY GRIEVANCE SITUATIONS AND HOW TO DEAL WITH THEM

Our last webinar looked at tricky grievance situations and how to deal with them with lots of practical tips being provided by Innes Clark and Alan Delaney. You can view a recording here:-

[Essential Employment Law Webinar - Tricky grievance situations and how to deal with them](#)

For links to recordings of our other essential employment law webinars this year see [Employment Law Training](#).



**INNES CLARK**  
Head of Employment Team

### NEW PRIME MINISTER NEW EMPLOYMENT LAWS?

#### What does a new PM mean for workplace rights?

Liz Truss made a number of commitments during the leadership campaign, including scrapping the Health and Social Care Levy and making it more difficult for industrial action to take place.

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### GUIDANCE

#### New ACAS guidance on suspension

Guidance includes tips on alternatives to suspension and supporting employees' mental health.

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### CV FRAUD

#### What to do if your employee has lied on their CV

A recent case of "CV fraud" has brought this issue back into the spotlight.

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### WORKPLACE MENTAL HEALTH

#### Online platform supporting mental health launched

Businesses across Scotland can utilise a free online platform offering practical ways to boost mental health in the workplace.

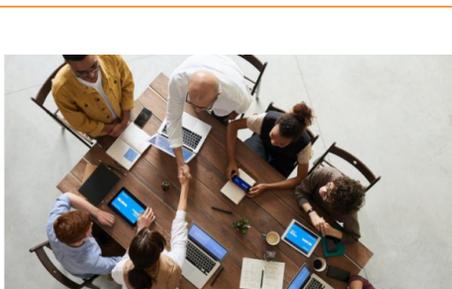
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### ROUND UP

#### Employment Law Round-up

Our monthly round up of the employment law related news you may have missed.

[READ MORE](#) →



## Our weekly employment law podcasts

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

[Is long-covid a disability in law?](#) - David Hossack and Fiona Meek discuss the recent employment tribunal case of *Quinn v Sense Scotland*, where the claimant tried to argue that her diagnosis of long covid amounted to a disability and protected her against dismissal by her employer.

[Sunderland v Superdry PLC: why the Claimant received over £96,000 in compensation](#) - David Hossack and Fiona Meek discuss a recent case which saw a claimant awarded over £96,000 for claims of unfair dismissal and discrimination.

[Can an employee retain an employer's confidential information for the purpose of future litigation?](#) - Elise Turner and David Hossack discuss a case where an employee retained confidential information for the purposes of a dispute.

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

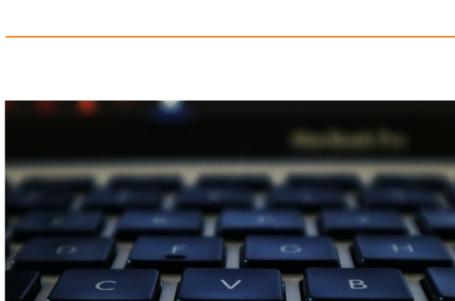
## EMPLOYMENT LAW GUIDE & TIMELINE

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](#).

## Our App

You can download our free Employment Law App [MF HR Mobile](#) for both Android and iPhone. This includes calculators for unfair dismissal awards, maternity pay and statutory redundancy payments, as well as key employment law facts, figures and fingertip guides. It also includes this monthly e-bulletin and access to all of our employment law podcasts.



## 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

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