

Employment Law e-bulletin - December 2022

Welcome to our December e-bulletin. First up is our employment law review of the year looking at the key employment law events of 2022 as well as some of the quirkier issues that have arisen. We also look at the Office of National Statistics annual figures on the gender pay gap, find out how employers can help their staff through the current cost of living crisis and consider when a dismissal is not a dismissal.

All of our other regular features are here too, including our employment law round-up which covers some particularly important developments this month, including in relation to flexible working requests. Scroll down to find out more.

As we come to the end of what has been a very eventful year, we would like to thank you for continuing to subscribe to our e-bulletin and wish you all the very best for 2023.



ESSENTIAL EMPLOYMENT LAW WEBINARS

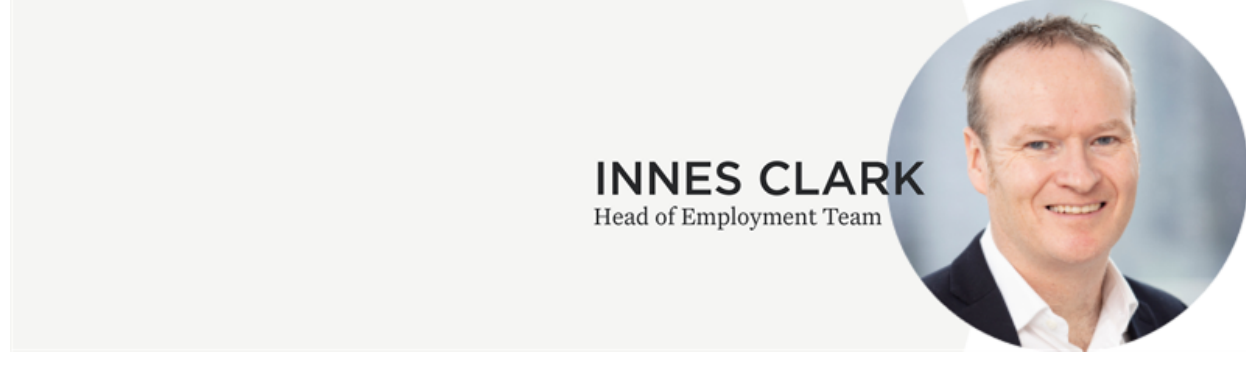
Register below for our next essential employment law webinar. Our webinars last for approximately 50 minutes and are free to attend. Click on the link below for further details.

- [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 *"really insightful"*, *"the practical examples were particularly helpful, and Innes and Alan's experience and expertise in that regard was invaluable"* and *"very easy to understand and very well delivered"*.

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



REVIEW

2022 Employment Law Review of the Year

We look back at the key employment law events of 2022.

[READ MORE](#) →



COST OF LIVING CRISIS

How can employers help with the cost of living crisis?

Rising energy costs is driving inflation to a 40-year high.

[READ MORE](#) →



CASE REPORT

When is a dismissal not a dismissal?

Successful appeals against dismissal can have unintended consequences.

[READ MORE](#) →



GENDER PAY GAP

ONS statistics show improvement in gender pay gap

The Office for National Statistics figures show the gender pay gap has fallen by a quarter over the past decade.

[READ MORE](#) →

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:-

[Twittering into trouble?](#) - David Hossack and Alan Delaney look at the recent events at Twitter from a UK employment law perspective.

[Adopting a 'pool of one' in a redundancy situation - what are the risks?](#) - David Hossack and Elise Turner discuss the recent case of Mogane v Bradford Teaching Hospitals NHS Foundation Trust and the risks associated with adopting a 'pool of one' in redundancy situations.

[Can political beliefs amount to a protected characteristic under the Equality Act?](#) - David Hossack and Fiona Meek discuss a recent case, which looks at the protections available to employees who are dismissed for reasons related to their political beliefs.

[New ACAS Suspension Guidance for Employers](#) - David Hossack talks to Rebecca McAvoy about the new ACAS Guidance on suspension and what this means for employers considering suspending an employee.

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](#).



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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