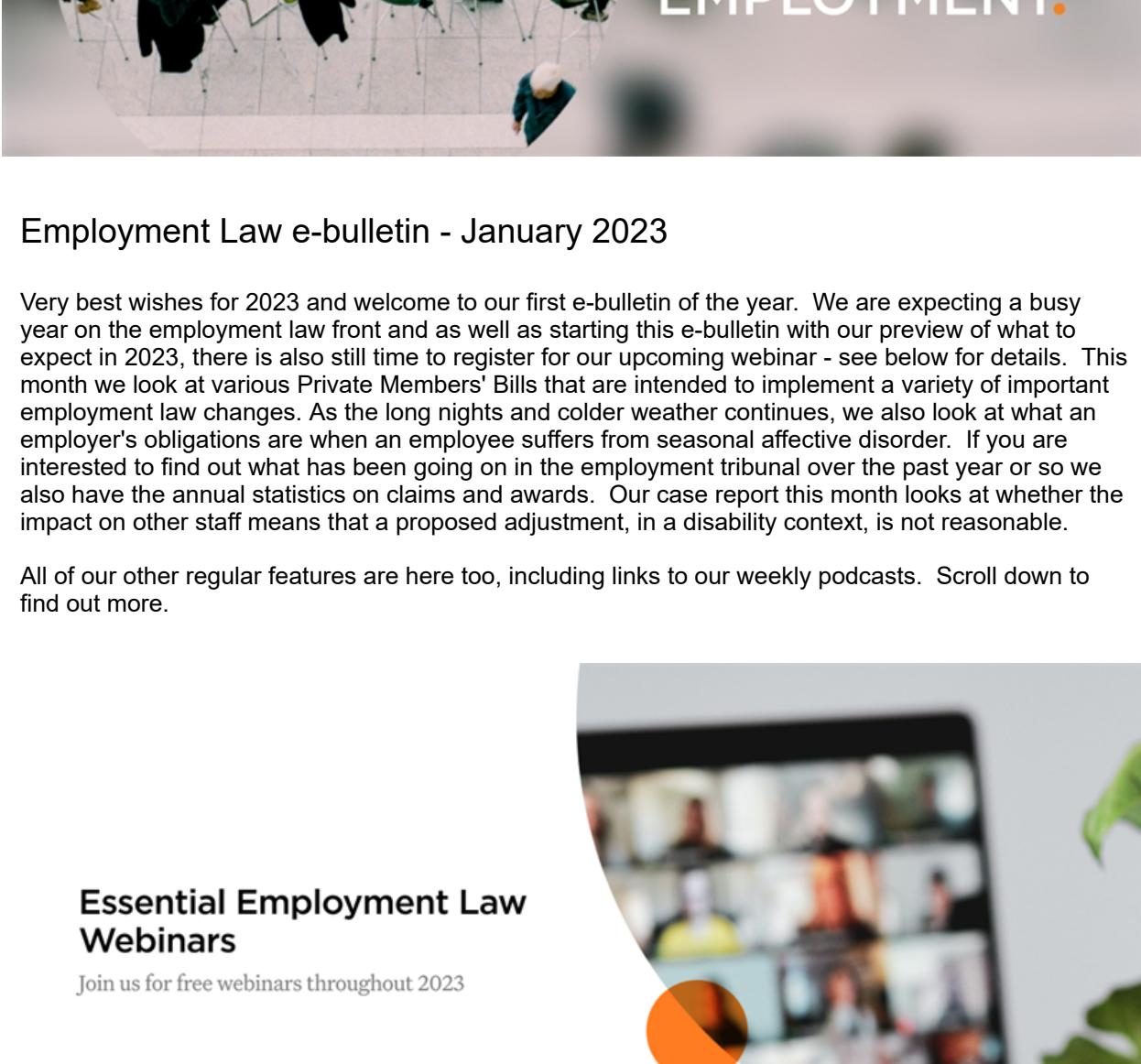


[View newsletter online](#)

MORTON FRASER

LAWYERS



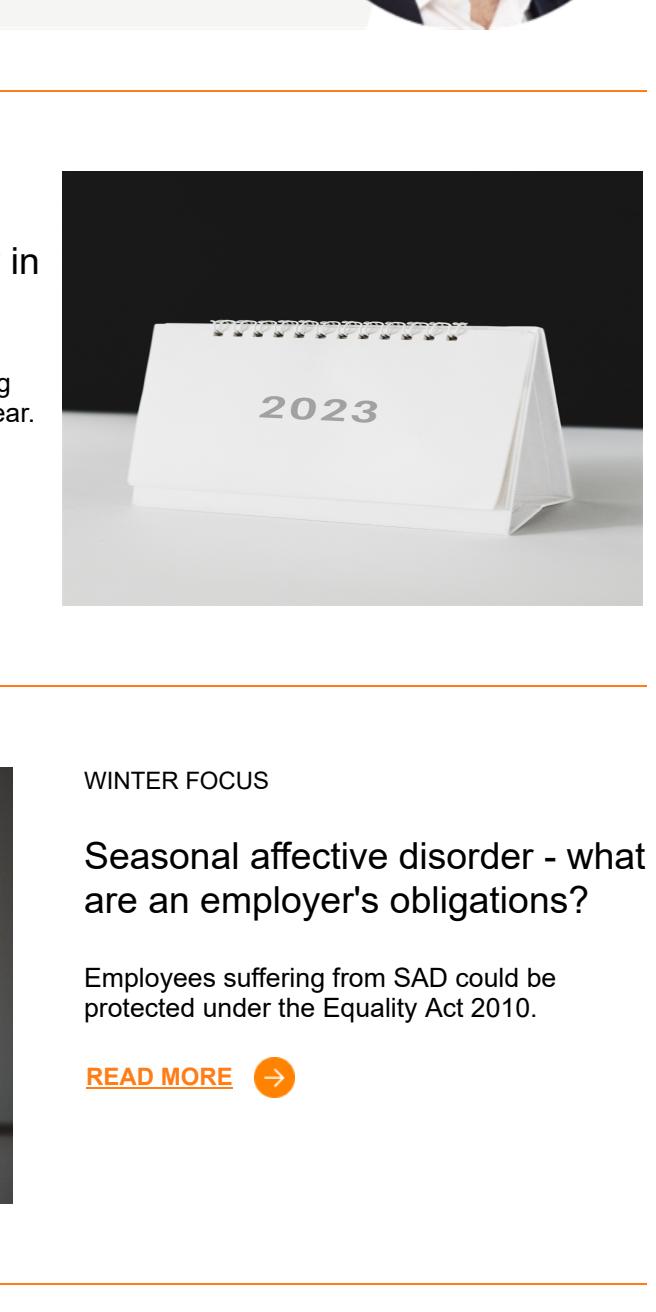
Employment Law e-bulletin - January 2023

Very best wishes for 2023 and welcome to our first e-bulletin of the year. We are expecting a busy year on the employment law front and as well as starting this e-bulletin with our preview of what to expect in 2023, there is also still time to register for our upcoming webinar - see below for details. This month we look at various Private Members' Bills that are intended to implement a variety of important employment law changes. As the long nights and colder weather continues, we also look at what an employer's obligations are when an employee suffers from seasonal affective disorder. If you are interested to find out what has been going on in the employment tribunal over the past year or so we also have the annual statistics on claims and awards. Our case report this month looks at whether the impact on other staff means that a proposed adjustment, in a disability context, is not reasonable.

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

Essential Employment Law Webinars

Join us for free webinars throughout 2023



EMPLOYMENT

MORTON FRASER

[ESSENTIAL EMPLOYMENT LAW WEBINARS 2023](#)

Our 2023 webinar programme has been released for the first half of 2023. Register below for our 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 2023](#) - 12 January 2023
- [Redundancy masterclass - 8 tricky issues and how to deal with them](#) - 9 February 2023
- [Employment law question time](#) - 16 March 2023
- [The top 10 HR errors and how to avoid them](#) - 16 May 2023
- [Flexible working - the new regime plus practical tips](#) - 8 June 2023

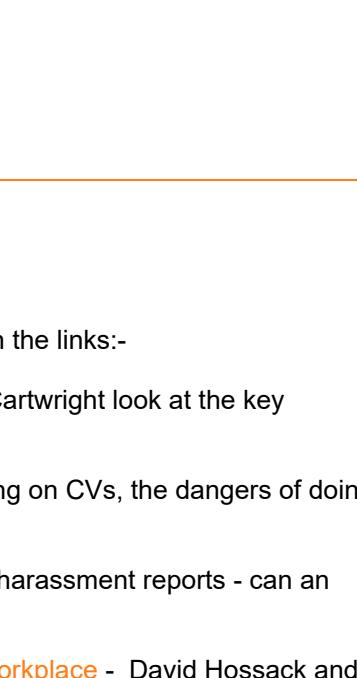
Our webinars are applicable to the law of Scotland, England and Wales. If you can't attend on the day please register anyway and we will send you a recording of the webinar.

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 recordings of our webinars from last year see [Employment Law Training](#).

INNES CLARK

Head of Employment Team



PREVIEW

What to expect in employment law in 2023

We take a look at what we expect will be keeping employers and employment lawyers busy this year.

[READ MORE](#)

WINTER FOCUS

Seasonal affective disorder - what are an employer's obligations?

Employees suffering from SAD could be protected under the Equality Act 2010.

[READ MORE](#)

EMPLOYMENT TRIBUNAL TRENDS

Annual employment tribunal award statistics published

A look at the level of awards made by the Employment Tribunal.

[READ MORE](#)

EMPLOYMENT BILL

Whatever happened to the Employment Bill?

Many of the rights proposed under the Employment Bill are now progressing via Private Members' Bills.

[READ MORE](#)

CASE REPORT

Impact on others is a consideration in whether adjustments are reasonable

A reasonable adjustment should not be "a vehicle for giving an advantage over and above removing the particular disadvantage" according to the EAT.

[READ MORE](#)

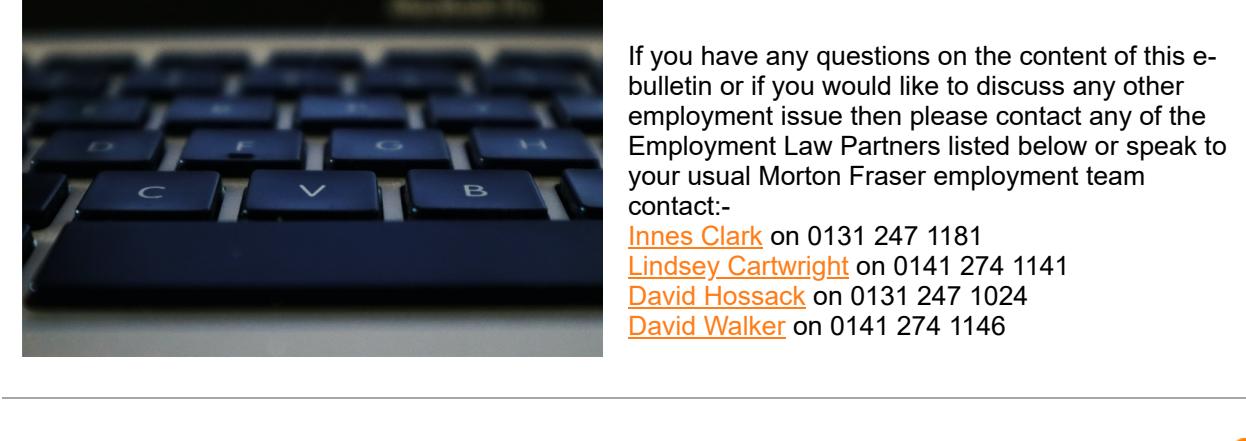
ROUND UP

Employment law round-up

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

[READ MORE](#)

EMPLOYMENT LAW SUPPORT FOR YOUR ORGANISATION



Edinburgh
0131 516 9217

Social

FACEBOOK

LINKEDIN

TWITTER

PODCAST

The contents of this update are for information only and are not intended to be construed as legal advice.

Morton Fraser accepts no responsibility for the content of any third party websites to which this update refers.

Contact:

Innes Clark on 0131 247 1181

Lindsey Cartwright on 0141 274 1141

David Hossack on 0131 247 1024

David Walker on 0141 274 1146

MORTON
FRASER

LAWYERS

[Manage Preferences](#)

[Unsubscribe](#)

[Forward to a friend](#)

[info@morton-fraser.com](#)

[PODCAST](#)

[FACEBOOK](#)

[LINKEDIN](#)

[TWITTER](#)

[PODCAST](#)