

## WELCOME TO CLARITY FOR EMPLOYMENT.

### Employment Law e-bulletin - March 2023

Welcome to our March employment law e-bulletin. This month we look ahead to the employment law related changes coming into effect in April, including changes to Employment Tribunal award limits and national minimum wage rates. In addition to this, we look at whether employees are entitled to the extra bank holiday for the King's coronation and what employers should be doing. We also consider the possible impact of the "Brexit Freedom Bill" and consider how "ghosting" has transferred from the dating world to the workplace. Our case report this month highlights the complexities of dealing with entitlements for part-year workers.

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

#### [ESSENTIAL EMPLOYMENT LAW WEBINARS](#)

Our next employment law webinar on 16 March is something a bit different... We are throwing it open to you to ask whatever employment law questions you would like and **Alan Delaney**, **Sarah Gilzean** and **Innes Clark** will do their best to provide the answers. You can either ask your question on the day or email us in advance at [webinars@morton-fraser.com](mailto:webinars@morton-fraser.com) (all questions will be treated anonymously). We are very much looking forward to covering a wide range of interesting topics including unfair dismissal, redundancy, disciplinary procedures, ill-health issues, discrimination, harassment, GDPR and much more....

Register below for this and our other 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 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.

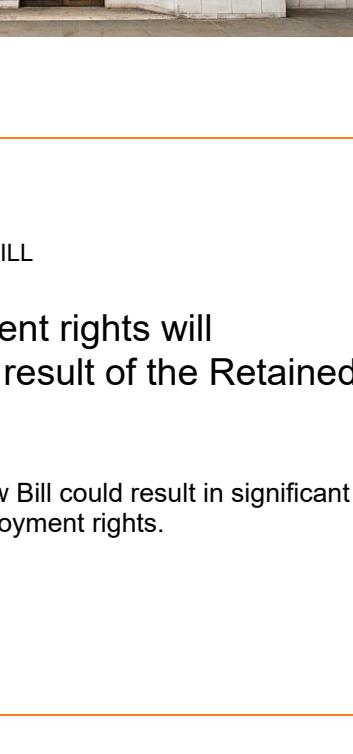
Feedback from recent attendees at these seminars include "really insightful", "the practical examples were particularly helpful, and Innes and Alan's experience and expertise in that regard was invaluable" and "very easy to understand and very well delivered".

If you missed our February webinar you can view a recording by clicking on the following link - [Redundancy masterclass - 8 tricky issues and how to deal with them](#).

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

#### INNES CLARK

Head of Employment Team



#### UPCOMING CHANGES

##### Preview of April changes

As usual a number of employment law related changes will take effect from April.

[READ MORE](#) →

#### CORONATION HOLIDAY

**Are employees entitled to the Coronation bank holiday?**

Not necessarily, and employers may need to take action now to manage expectations.

[READ MORE](#) →

#### CAREERS AND BABIES

**How can employers better support working mums to return to the workplace?**

85% of women leave full-time work within 3 years of having children.

[READ MORE](#) →

**Are employees entitled to the Coronation bank holiday?**

Not necessarily, and employers may need to take action now to manage expectations.

[READ MORE](#) →

#### WORKPLACE TRENDS

**Ghosting - the workplace trend for 2023?**

According to reports, ghosting by both employees and employers is on the increase.

[READ MORE](#) →

**Are employees entitled to the Coronation bank holiday?**

Not necessarily, and employers may need to take action now to manage expectations.

[READ MORE](#) →

#### CASE REPORT

**Term time worker entitled to national minimum wage for unworked hours**

Following last year's Supreme Court judgment on calculating holiday pay for part-year workers, a new judgment shows how complex entitlements for part-year workers can be.

[READ MORE](#) →

#### BREXIT FREEDOMS BILL

**What employment rights will disappear as a result of the Retained EU Law Bill?**

The Retained EU Law Bill could result in significant changes for UK employment rights.

[READ MORE](#) →

#### ROUND UP

**Employment law round-up**

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

[READ MORE](#) →

**What employment rights will disappear as a result of the Retained EU Law Bill?**

The Retained EU Law Bill could result in significant changes for UK employment rights.

[READ MORE](#) →

#### EMPLOYMENT LAW SUPPORT FOR YOUR ORGANISATION

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#### EMPLOYMENT LAW FACT CARD - 2023/24

Our Employment Law Fact Card is full of useful information for employers including disciplinary and redundancy checklists, Employment Tribunal award limits, family friendly leave entitlements and national minimum wage rates. We will be sending out the latest edition to our mailing list in late March.

#### 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](#).

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