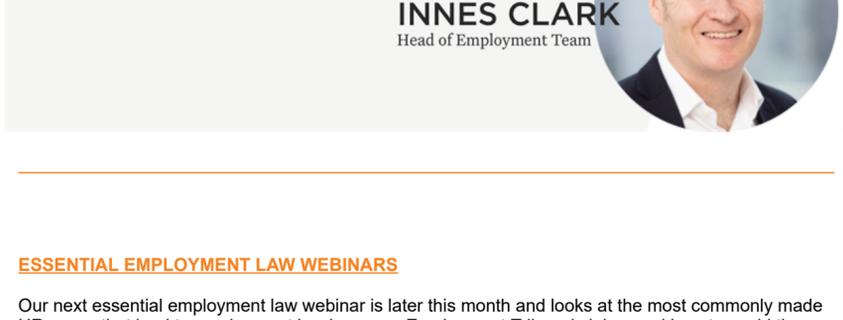


Employment Law e-bulletin - May 2023

Welcome to our May employment law e-bulletin. Pay gap reporting is a feature this month as we cover both early analysis of this year's gender pay gap reporting as well as the publication of guidance for employers on voluntary ethnicity pay gap reporting. We also cover very helpful new guidance produced by ACAS on reasonable adjustments for mental health and this month's case report looks at whether saying "I'm done" is enough to terminate employment.

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



INNES CLARK
Head of Employment Team

ESSENTIAL EMPLOYMENT LAW WEBINARS

Our next essential employment law webinar is later this month and looks at the most commonly made HR errors that lead to employment law issues or Employment Tribunal claims and how to avoid them. You can register for this and our other upcoming essential employment law webinars now. Our webinars last for approximately 50 minutes and are free to attend. Click on the links below for further details.

- [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".

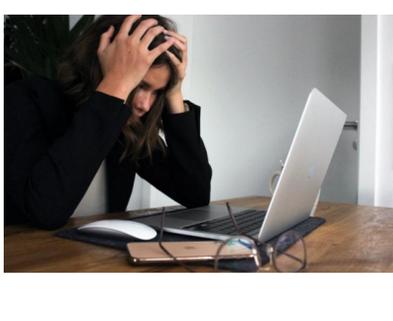
For links to our recent essential employment law webinars see [Employment Law Training](#).

GENDER PAY GAP REPORTING

Back where we started with gender pay gap reporting

Early analysis of gender pay gap figures shows the gap to be at the same level as 2017/18.

[READ MORE](#) →



GUIDANCE

Guidance on mental health reasonable adjustments published

ACAS has published guidance to support employers and employees.

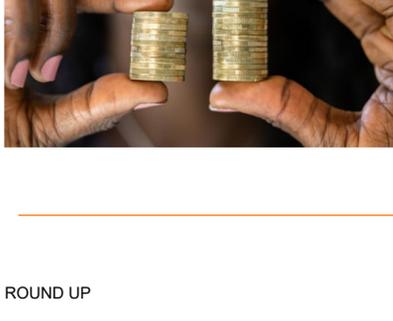
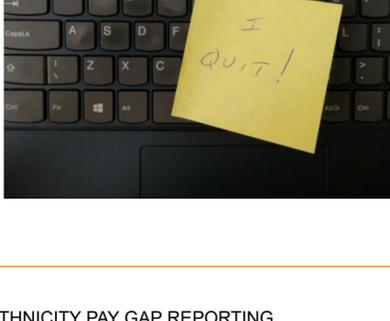
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CASE REPORT

Is saying "I'm done" enough to terminate employment?

If an employer treats employment as ended by an ambiguous resignation then there may well be trouble ahead.

[READ MORE](#) →



ETHNICITY PAY GAP REPORTING

Ethnicity pay gap reporting guidance published

The guidance acknowledges the complexity of this type of pay gap reporting.

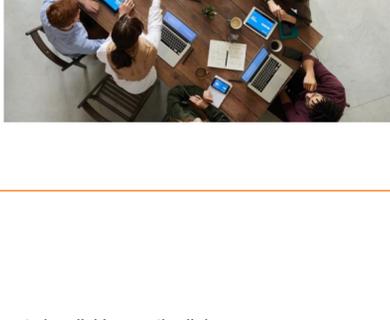
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ROUND UP

Employment law round-up

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

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Our weekly employment law podcasts

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

[Redundancy: Current protections for those on maternity leave and changes on the horizon](#) - David Hossack and Elise Turner discuss the current protections for those on maternity leave in redundancy situations and what steps employers can take to prepare for the changes which are expected to come into force.

[The greatest challenges for HR in 2023](#) - David Hossack chats with David Laud of HReSource about a recent survey of senior HR decision-makers on the challenges they face this year.

[For how long should employee records be kept?](#) - David Hossack and Alan Delaney consider the thorny question of how long employers should retain HR records in light of GDPR requirements.

[Are employees entitled to the Coronation bank holiday?](#) - David Hossack and Nicole Moscardini discuss whether employees are entitled to have the Coronation bank holiday off.

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

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.

If you are not already on our mailing list and would like a hard copy of our free Fact Card please email us at employment@morton-fraser.com with your name and postal address and we will send it on to you. Alternatively, you can click [here](#) for a web version or [here](#) for a printable version.

You can also find lots of useful employment law information on our free app which is available to download from the App Store or Google Play. For further details and a link to the download see:

[MF HR Mobile - Our Employment Law App](#)

"...the app is gorgeous, very well designed with great functionality and looks." - **Legal IT Insider**.

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)

The Morton Fraser team acts quickly and are totally available. The team offers great service on time and they are always responsive.

Chambers and Partners 2023 Edition

Find out more about how our employment team can help you in our [brochure](#) or contact innes.clark@morton-fraser.com to ask a question or discuss your requirements.

Employment law training

We offer a practical series of employment law courses covering key employment law and related HR issues including:-

- Disciplinary and grievance issues training
- Managing employees (Performance) training
- Managing employees (Sickness Absence) training
- Discrimination and harassment training
- Employment Tribunal Procedure and Witness Familiarisation training
- Immigration & Employment training
- GDPR: the practical day to day skills you need to know in the workplace

Our courses are designed for business owners, HR professionals, line managers, in-house lawyers, finance team members, charity trustees and board appointees.

All of our courses have a very practical focus, drawing on our many years of experience advising both employers and employees.

Our courses can be delivered face to face or via a live webinar. Contact 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. Swifted 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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