

WELCOME TO CLARITY FOR BUSINESS.



Corporate Clarity E-Bulletin

June 2023

Welcome to the latest Morton Fraser Corporate Growth Sector E-bulletin.

We cover a wide range of topics in this E-bulletin including share buy backs, SRUC's new sustainability start up school, attracting and retaining talent, the greatest challenges for HR decision makers in 2023, sport sponsorship agreements, injuries and liabilities in sport, intellectual property protection, discrimination and unfair dismissal. In addition we explore the latest gender pay gap figures and share our 2023/24 employment law fact card.

Of late we have been delighted to announce the promotion of four of our senior lawyers to Partner in this firm. Many congratulations to all concerned.

Enjoy the read !

ANDREW WALKER

Partner and Head of Corporate Growth



INSIGHT

A guide to share buybacks for private companies

A company can return value to its shareholders by buying back some of its shares. This is known as a "share buyback". Partner Andrew Walker and Solicitor Ciaran Harkness provide a guide to share buybacks highlighting what private companies should consider.

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NEWS

Morton Fraser to provide advice as part of SRUC's new Sustainability Start-up School

We are delighted to be advising enterprising students to create businesses fit for a sustainable future through Scotland's Rural College's (SRUC) new Sustainability Start-up School. The scheme will help the next generation of entrepreneurs deliver solutions to the sustainability challenges facing our communities.

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INSIGHT

Sponsorship agreements in sport - a useful guide

As sports clubs and competitors look ahead to sponsorship arrangements for the coming seasons, Ciaran Harkness, a Solicitor in our Corporate team, explores what to consider when agreeing commercial terms with sponsors.

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INSIGHT

Motivation, Maintenance & Management: Retaining talent throughout 2023

The ability to attract and retain talent is an important challenge for employers. In this article, featured in *Business Matters* magazine, Alan Delaney explains how current legislation can be harnessed as a springboard to adopt policies that stand out from the crowd.

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Investing in the protection of your intellectual property

It's understandable that some businesses may assume the protection of intellectual property rights is a luxury, but in many cases, protecting your intellectual property should be treated as an investment - and not a cost.

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The greatest challenges for HR decision-makers in 2023

In our regular employment podcast, David Hossack chats with David Laud of HReSource about a recent survey of senior HR decision-makers on the challenges they face this year.

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Important updates to Right to Work guidance

The Home Office regularly update their guidance setting out how employers should carry out right to work checks on employees. Stuart McWilliams, an accredited specialist in immigration law, explores the recent updates.

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A balancing act - justifying discrimination

Successfully defending a discrimination claim may come down to whether the discriminatory act was justified - but where does that balance lie? Discrimination law expert, Sarah Gilzean, explores how to find the right balance.

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Liability in asbestos-related diseases: A case review

Jenny Dickson comments on the case of Watt and Others v Lend Lease Construction Ltd [2023] CSIH, which explores liability in asbestos-related disease cases.

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Have I been unfairly dismissed? The unfair dismissal factsheet

If you have been dismissed without good reason, or your employer has not followed an appropriate process, you may be able to raise an Employment Tribunal claim for unfair dismissal.

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Back where we started with gender pay gap

Partner Sarah Gilzean, an accredited specialist in discrimination law, explores this year's gender pay gap figures, where early analysis shows the gap to be at the same level as 2017/18

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Our 2023/24 Employment Law Fact Card is now available

Our 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.

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Morton Fraser appoints four partners in raft of promotions

Morton Fraser has appointed four new partners across its litigation and private client divisions, alongside a further 11 internal promotions, reflecting the firm's belief in developing its people as part of its 'talent first' strategy.

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Injuries and liability in sport: Partner Iain Young features on BBC Radio Scotland

Corporate Partner Iain Young, himself a qualified rugby referee, featured on BBC Radio Scotland recently to discuss injuries and liability in sport. The segment begins at 2h 36m.

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