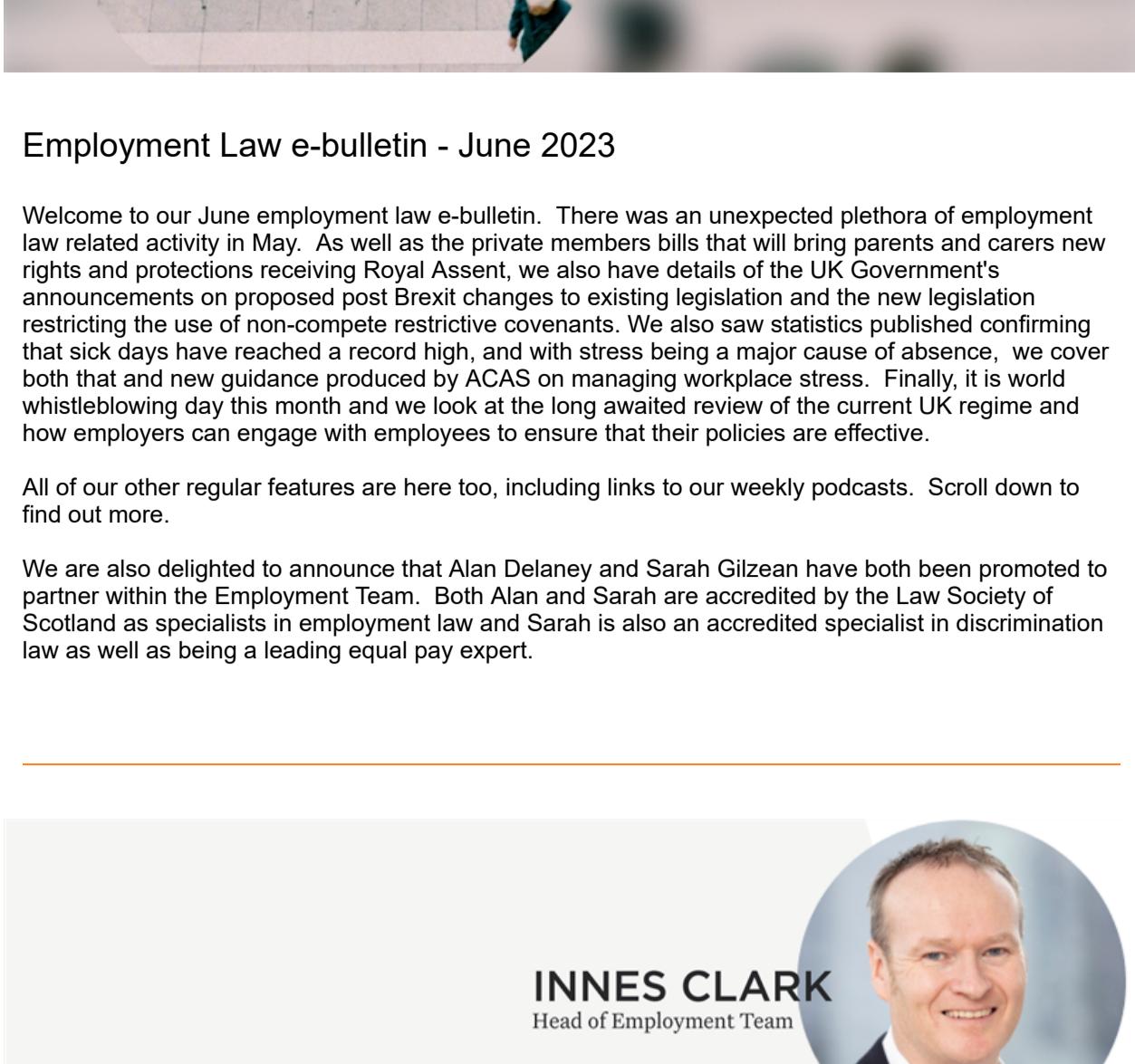


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WELCOME TO CLARITY FOR EMPLOYMENT.

Employment Law e-bulletin - June 2023

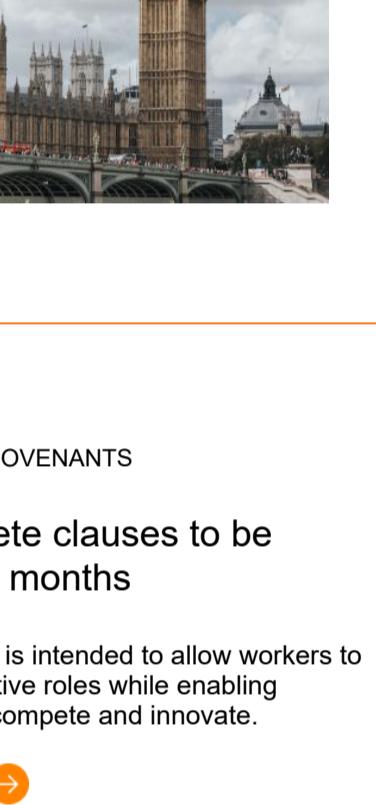
Welcome to our June employment law e-bulletin. There was an unexpected plethora of employment law related activity in May. As well as the private members bills that will bring parents and carers new rights and protections receiving Royal Assent, we also have details of the UK Government's announcements on proposed post Brexit changes to existing legislation and the new legislation restricting the use of non-compete restrictive covenants. We also saw statistics published confirming that sick days have reached a record high, and with stress being a major cause of absence, we cover both that and new guidance produced by ACAS on managing workplace stress. Finally, it is world whistleblowing day this month and we look at the long awaited review of the current UK regime and how employers can engage with employees to ensure that their policies are effective.

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

We are also delighted to announce that Alan Delaney and Sarah Gilzean have both been promoted to partner within the Employment Team. Both Alan and Sarah are accredited by the Law Society of Scotland as specialists in employment law and Sarah is also an accredited specialist in discrimination law as well as being a leading equal pay expert.

INNES CLARK

Head of Employment Team



[ESSENTIAL EMPLOYMENT LAW WEBINARS](#)

There is still time to register for our June essential employment law seminar looking at the new flexible working regime. 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 link below for further details.

- [Flexible working - the new regime plus practical tips](#) - 8 June 2023

We have just released our programme of webinars for the second half of the year, you can sign up for free at [employment law webinars](#).

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](#).

POST-BREXIT CHANGES

Changes to employment legislation announced as sunset clause abandoned

Significant changes to existing legislation are being consulted upon.

[READ MORE](#)

FAMILY-FRIENDLY RIGHTS SET TO GO FURTHER

Legislation creating new family friendly rights receives Royal Assent

The legislation is not yet in force but is set to create new rights for individuals in respect of neo-natal care, redundancy protection and caring responsibilities.

[READ MORE](#)

WHISTLEBLOWING

World Whistleblowing Day 2023

This annual event is an opportunity to engage positively with workers.

[READ MORE](#)

RESTRICTIVE COVENANTS

Non-compete clauses to be limited to 3 months

New legislation is intended to allow workers to look for alternative roles while enabling businesses to compete and innovate.

[READ MORE](#)

WORKPLACE STRESS

Guidance on managing workplace stress published

ACAS has published new guidance for employers.

[READ MORE](#)

CASE REPORT

Working days lost to sickness absence at record high

Recently published figures from the Office of National Statistics show a rise in absence rates.

[READ MORE](#)

MF HR Mobile - Our Employment Law App

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

EMPLOYMENT LAW GUIDELINE & 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](#).

OUR APP

You can download our free Employment Law App [MF HR Mobile](#) for both Android and iPhone. This includes calculators for unfair dismissal awards, maternity pay and statutory redundancy payments, as well as key employment law facts, figures and fingertip guides. It also includes this monthly e-bulletin and access to all of our employment law podcasts.

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

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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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[Lindsey Cartwright](#) on 0141 274 1141

[David Hossack](#) on 0131 247 1024

[David Walker](#) on 0141 274 1146

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