

## WELCOME TO CLARITY FOR EMPLOYMENT.

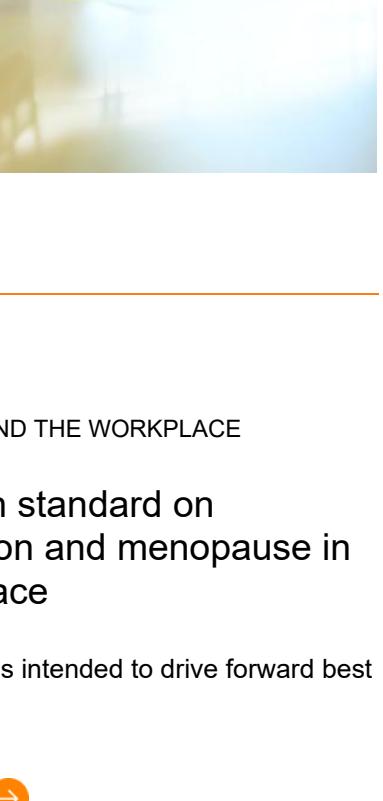
### Employment Law e-bulletin - July 2023

Welcome to our July employment law e-bulletin. This past month has seen an interesting case dealing with whether an earlier draft of an investigation report was legally privileged as well as the publication of guidance on responding to subject access requests under the data protection legislation. We also report on the introduction of a BSI workplace standard on menopause and menstrual health in the workplace. Finally, as many of us head off for our own holidays, the calculation of holiday pay is also once again in the spotlight, this time focusing on calculating accrued holiday pay on termination.

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

Essential employment law webinars are having a short summer break but we return in August when we will be looking at how employers can get employment law obligations right from the very start. 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.

- [Starter for 10 - Getting employment law obligations right from the start](#) - 15 August 2023
- [Mental health at work: challenges and practical tips](#) - 21 September 2023
- [Data protection in the workplace](#) - 4 October 2023
- [Employment law question time](#) - 14 November 2023
- [New laws on preventing sexual harassment in the workplace](#) - 5 December 2023
- [What to expect in employment law in 2024](#) - 11 January 2024

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".

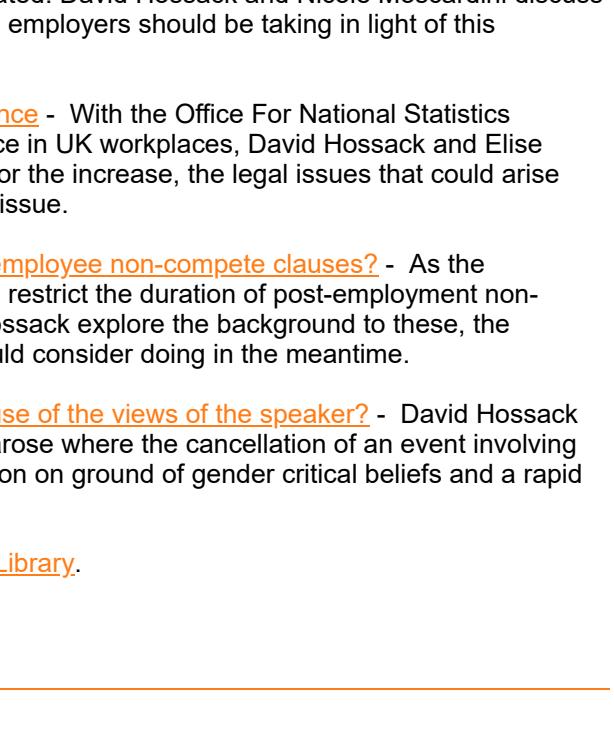
For links to our recent essential employment law webinars see [Employment Law Training](#).

#### LEGAL PRIVILEGE

#### Legal privilege did not apply to draft investigation report

Court of Session case is a timely reminder of the limited nature of legal advice privilege.

[READ MORE](#)

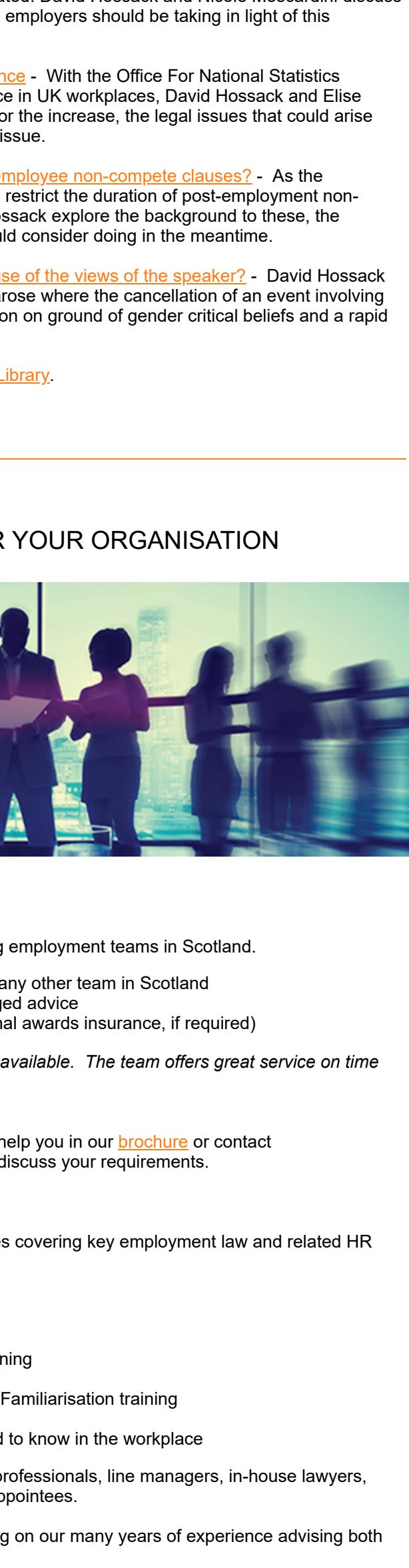


#### GUIDANCE - SUBJECT ACCESS REQUESTS

#### New guidance for employers on responding to subject access requests

The guidance has been published by the Information Commissioners Office.

[READ MORE](#)



#### ROUND UP

#### Employment law round-up

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

[READ MORE](#)

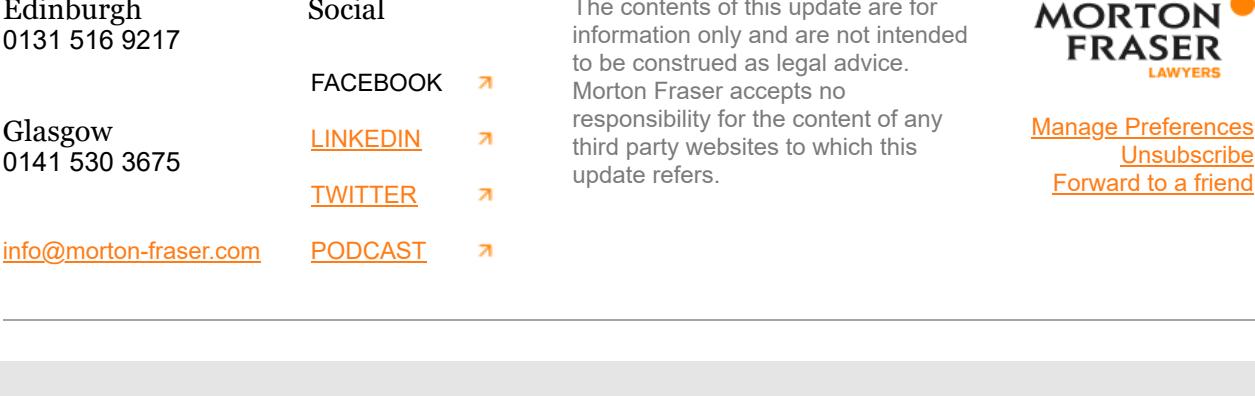
#### CASE REPORT

#### Is holiday worth less on termination?

The calculation of holiday pay continues to remain in the spotlight, this time when dealing with payment of accrued but untaken holidays on termination.

[READ MORE](#)

#### EMPLOYMENT LAW SUPPORT FOR YOUR ORGANISATION



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.

[MORTON FRASER](#)

[Manage Preferences](#) [Unsubscribe](#)

[Forward to a friend](#)

Edinburgh  
0131 516 9217

Social

[FACEBOOK](#)

[LINKEDIN](#)

[TWITTER](#)

[PODCAST](#)

Glasgow  
0141 530 3675

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

