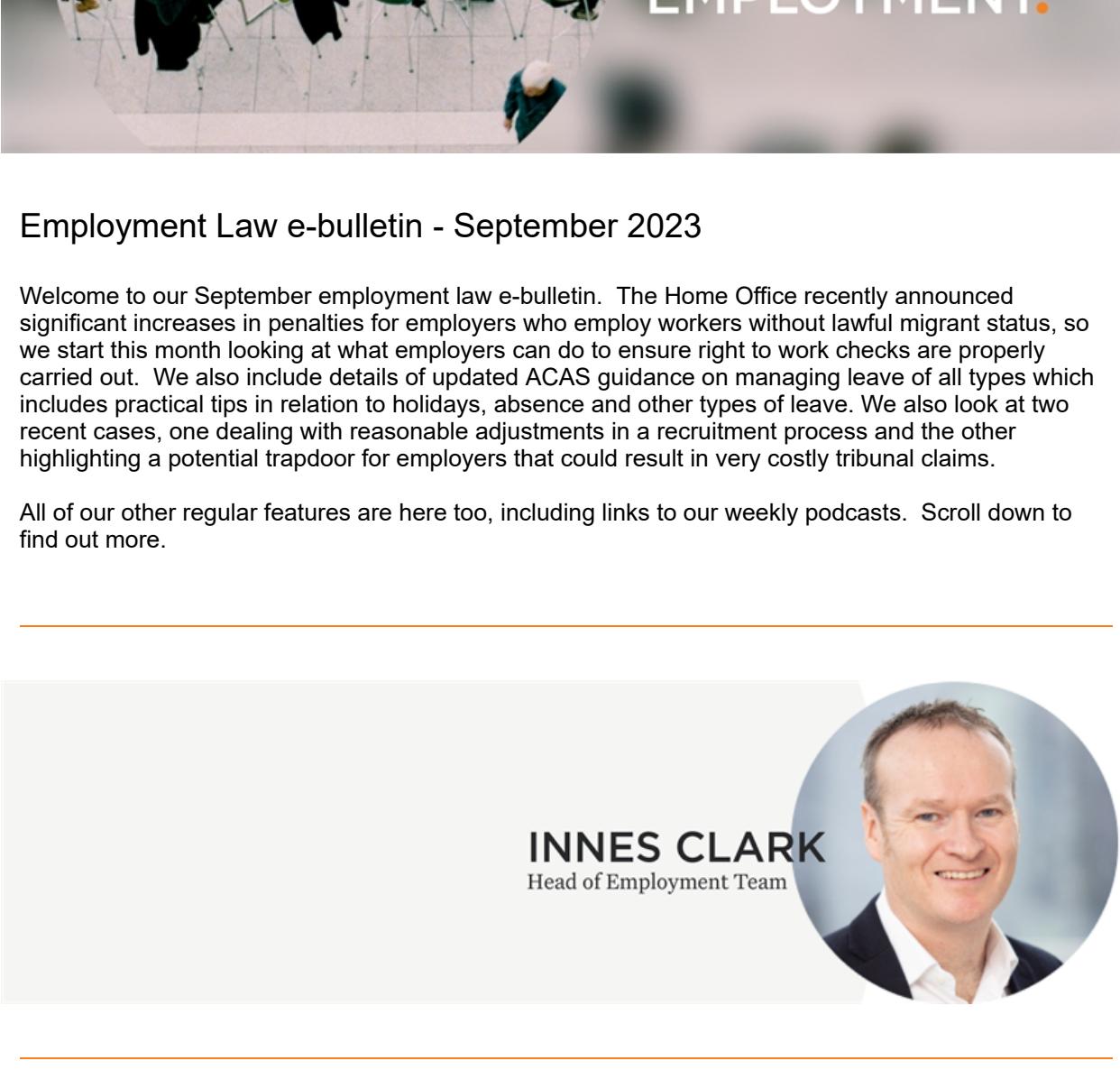


[View newsletter online](#)

MORTON FRASER

LAWYERS



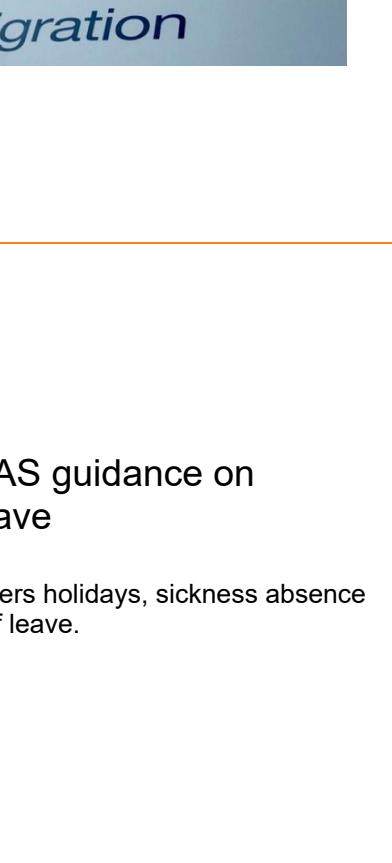
Employment Law e-bulletin - September 2023

Welcome to our September employment law e-bulletin. The Home Office recently announced significant increases in penalties for employers who employ workers without lawful migrant status, so we start this month looking at what employers can do to ensure right to work checks are properly carried out. We also include details of updated ACAS guidance on managing leave of all types which includes practical tips in relation to holidays, absence and other types of leave. We also look at two recent cases, one dealing with reasonable adjustments in a recruitment process and the other highlighting a potential trapdoor for employers that could result in very costly tribunal claims.

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 September essential employment law webinar is looking at managing mental health in the workplace. You can register for this and our other upcoming essential employment law webinars now. The webinars last for approximately 50 minutes and are free to attend. Click on the link below for further details.

- [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 "always informative and relevant, presented by people with strong business acumen", "good content, well explained", and "always my 'go to' employment law webinar".

If you missed our August employment law webinar you can view a recording here:-

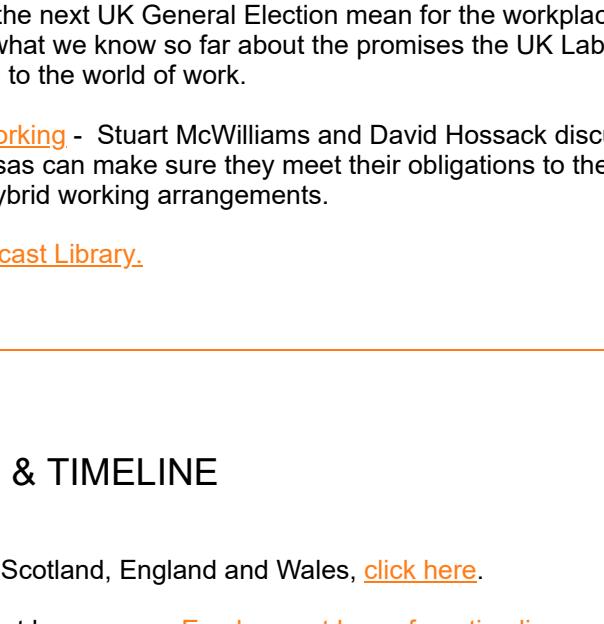
[Starter for 10 - Getting employment law obligations right from the start | Morton Fraser Lawyers | Edinburgh and Glasgow \(morton-fraser.com\)](#)

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

RIGHT TO WORK CHECKS

Right to work penalties set for significant increase - what can employers do?

Fines are to be tripled for employers who allow migrants without lawful immigration status to work for them.



[READ MORE](#) →

GUIDANCE

Updated ACAS guidance on managing leave

The guidance covers holidays, sickness absence and other types of leave.

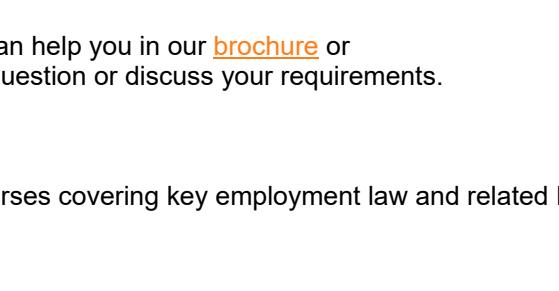
[READ MORE](#) →

CASE REPORT - UNFAIR DISMISSAL

Was contract of employment varied or terminated?

A unilateral variation of an employment contract can, in certain circumstances, amount to a dismissal.

[READ MORE](#) →



Employment law round-up

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

[READ MORE](#) →

CASE REPORT - DISABILITY DISCRIMINATION

4 years, 3 job applications, £2k in compensation and 1 phone call

A tale of not making a reasonable adjustment.

[READ MORE](#) →

ROUND UP

Employment law round-up

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

[READ MORE](#) →

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.

[READ MORE](#) →

Employment law support for your organisation

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.

[READ MORE](#) →

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.

[READ MORE](#) →

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 Walker on 0141 274 1146

Alan Delaney on 0131 247 1263

Sarah Gilzean on 0131 247 1157

[Manage Preferences](#)

[Unsubscribe](#)

[Forward to a friend](#)

[Edinburgh](#)

0131 516 9217

[Glasgow](#)

0141 530 3675

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

[Social](#)

[FACEBOOK](#)

[LINKEDIN](#)

[TWITTER](#)

[PODCAST](#)

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.

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

[Edinburgh](#)

0131 516 9217

[Glasgow](#)

0141 530 3675

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

[Manage Preferences](#)

[Unsubscribe](#)

[Forward to a friend](#)

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

[Edinburgh](#)

0131 516 9217

[Glasgow](#)

0141 530 3675

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

[Social](#)

[FACEBOOK](#)

[LINKEDIN](#)

[TWITTER](#)

[PODCAST](#)

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

[Edinburgh](#)

0131 516 9217

[Glasgow](#)

0141 530 3675

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

[Social](#)

[FACEBOOK](#)

[LINKEDIN](#)

[TWITTER](#)

[PODCAST](#)

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

[Edinburgh](#)

0131 516 9217

[Glasgow](#)

0141 530 3675

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

[Social](#)

[FACEBOOK](#)

[LINKEDIN](#)

[TWITTER](#)

[PODCAST](#)

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

[Edinburgh](#)

0131 516 9217

[Glasgow](#)

0141 530 3675

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

[Social](#)

[FACEBOOK](#)

[LINKEDIN](#)

[TWITTER](#)

[PODCAST](#)

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

[Edinburgh](#)

0131 516 9217

[Glasgow](#)

0141 530 3675

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

[Social](#)

[FACEBOOK](#)

[LINKEDIN](#)

[TWITTER](#)

[PODCAST](#)

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

[Edinburgh](#)

0131 516 9217

[Glasgow](#)

0141