

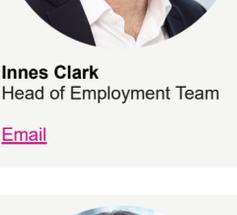
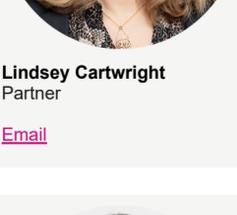
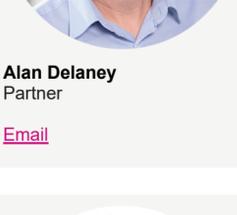
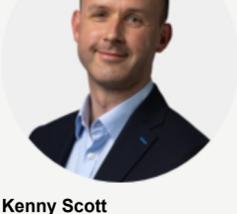


Employment Law e-bulletin - December 2023

Welcome to our December e-bulletin. It has been a busy year for both employers and employment lawyers with more new employment legislation than we have seen for a long time. This month's e-bulletin includes our employment law review of the year as well as covering the latest employment law issues for employers to be aware of. We've also included links to our latest podcasts and you can sign up for our next webinar on what to expect in employment law in 2024. Scroll down to find out more.

As the year comes to an end, we would like to thank you for subscribing to our e-bulletin and, from everyone in the Morton Fraser MacRoberts Employment Law Team, we wish you all the very best for 2024.

Meet our employment team partners

 <p>Innes Clark Head of Employment Team</p> <p>Email</p>	 <p>Lindsey Cartwright Partner</p> <p>Email</p>	 <p>Alan Delaney Partner</p> <p>Email</p>
 <p>Sarah Gilzean Partner</p> <p>Email</p>	 <p>Kenny Scott Partner</p> <p>Email</p>	 <p>David Walker Partner</p> <p>Email</p>

ESSENTIAL EMPLOYMENT LAW WEBINARS

Our next essential employment law webinar, on 11 January, looks at what to expect in employment law in 2024. There are a lot of changes expected on the employment law front so this is not one to be missed. You can register for this by clicking on the link below. Our webinars last for approximately 50 minutes and are free to attend.

- [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".

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



REVIEW

Employment Law Review of the Year 2023

A review of the key employment law developments of 2023.

[READ MORE](#)

NEW LEGISLATION

Carer's leave now in force

New statutory leave in force earlier than expected.

[READ MORE](#)



NATIONAL MINIMUM WAGE

New National Living and Minimum Wage rates 2024 confirmed

National Living Wage age threshold also lowered.

[READ MORE](#)

BUSINESS IMMIGRATION

Right to work penalties will increase from 24 January 2024

Penalties are tripling so what must employers do to ensure right to work checks are carried out correctly.

[READ MORE](#)



INDUSTRIAL RELATIONS

UK Government progressing changes to strike laws

Significant changes to industrial relations law are progressing, for now.

[READ MORE](#)

DISCRIMINATION

Equality Act amended to preserve discrimination rights

The amendments ensure that protections that would otherwise fall away under the Retained EU Law (Revocation and Reform) Act 2023 are retained.

[READ MORE](#)



CASE REPORT

Is "general workforce consultation" needed for individual redundancy to be fair?

EAT provide useful guidance in relation to redundancy law.

[READ MORE](#)

ROUND UP

Employment Law Round-up

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

[READ MORE](#)



Our weekly employment law podcasts

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

[New ICO guidance on monitoring at work](#) - David Hossack and Alan Delaney look at the recent guidance for employers from the ICO on monitoring staff at work.

[New right to request a predictable working pattern](#) - David Hossack and Alan Delaney look ahead to the detail of the new right, to be introduced next year, for certain workers to request a more predictable working pattern.

[Can lie detector results be used as evidence in an Employment Tribunal?](#) - David Hossack and Fiona Meek look at the recent case of Henry v Tattu Manchester Limited and discuss the interesting question of whether lie detector evidence could be used in employment tribunal proceedings.

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

Chambers and Partners 2023 Edition

Please contact innes.clark@mfmac.com if you have any questions or would like to discuss your requirements in more detail.

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 course 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@mfmac.com to find out 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 employment team contact:-

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[Innes Clark](#) on 0131 247 1181
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[Sarah Gilzean](#) on 0131 247 1157
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