



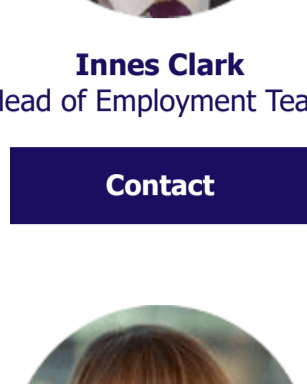
Because employment matters

EMPLOYMENT LAW E-BULLETIN - October 2024

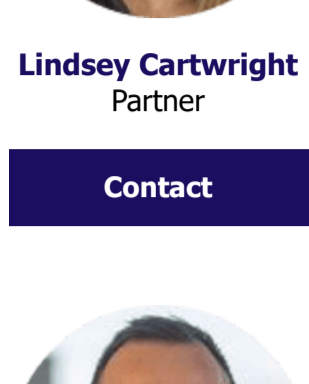
Welcome to our October e-bulletin. This month sees the new duty on preventing sexual harassment in the workplace come into force. It is very important that employers are ready for this and we have provided a summary of the key points for employers to consider as well as links to other helpful resources. In this edition, we also include our usual round up of the latest employment law related news as well as looking at how to get subject access requests right.

The really big news is that the Employment Rights Bill is due to be published by 12 October. This is expected to bring with it very significant change to employment law and our next e-bulletin will cover the content of this Bill in detail and what it means for employers.

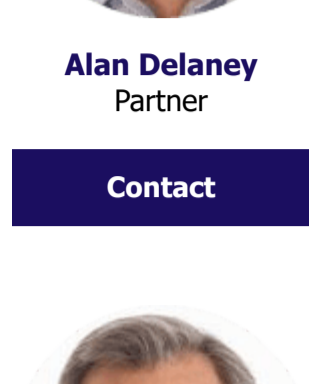
MEET OUR EMPLOYMENT PARTNERS



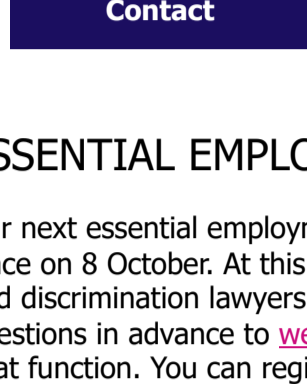
Innes Clark
Head of Employment Team



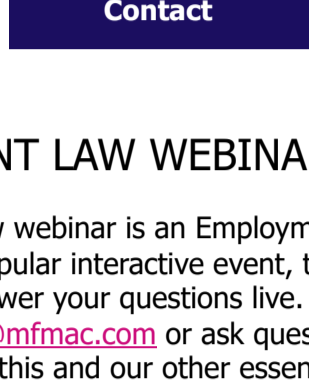
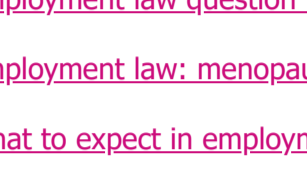
Lindsey Cartwright
Partner



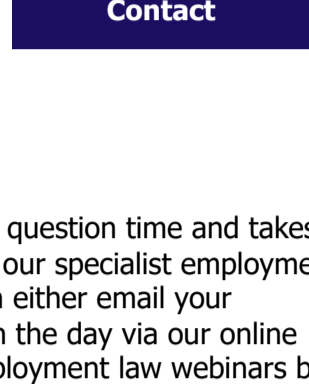
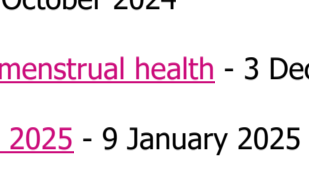
Alan Delaney
Partner



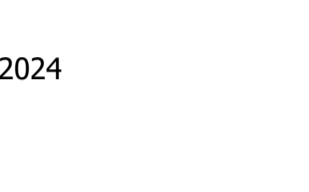
Sarah Gilzean
Partner



Kenny Scott
Partner



David Walker
Partner



ESSENTIAL EMPLOYMENT LAW WEBINARS

Our next essential employment law webinar is an Employment law question time and takes place on 8 October. At this very popular interactive event, three of our specialist employment and discrimination lawyers will answer your questions live. You can either email your questions in advance to webinars@mfmac.com or ask questions on the day via our online chat function. You can register for this and our other essential employment law webinars by clicking on the links below. Our webinars last for approximately 50 minutes and are free to attend.

[Employment law question time](#) - 8 October 2024

[Employment law: menopause and menstrual health](#) - 3 December 2024

[What to expect in employment law 2025](#) - 9 January 2025

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 useful and informative. Presented at a really good pace with the right amount of detail included, pitched at the right level",

"very informative and accessible",

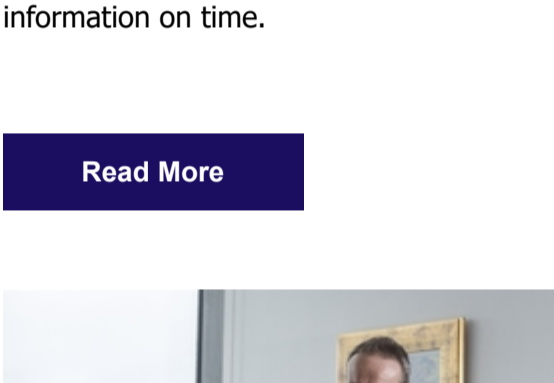
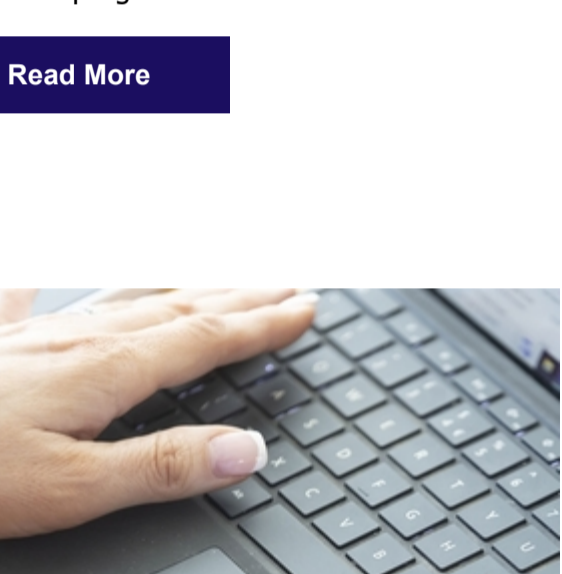
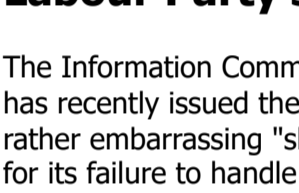
"All the speakers were very practical as well as knowledgeable".

Links to recordings of our recent essential employment law webinars can be accessed [here](#).

EMPLOYMENT LEGISLATION

New duty to prevent sexual harassment in the workplace comes into force

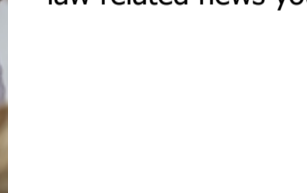
The new duty on employers to prevent sexual harassment in the workplace comes into force on 26 October.



EMPLOYMENT LEGISLATION

Labour Government confirms intentions around upcoming legislation

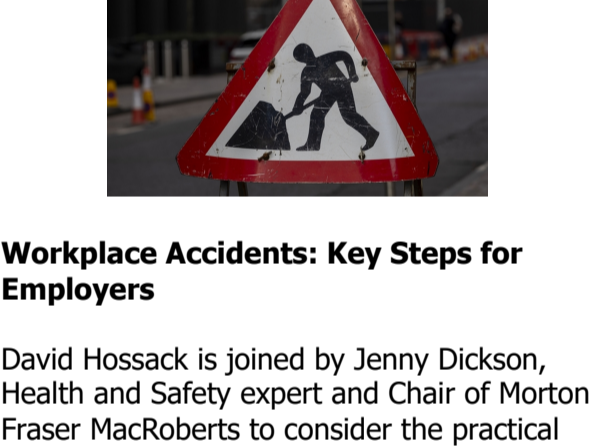
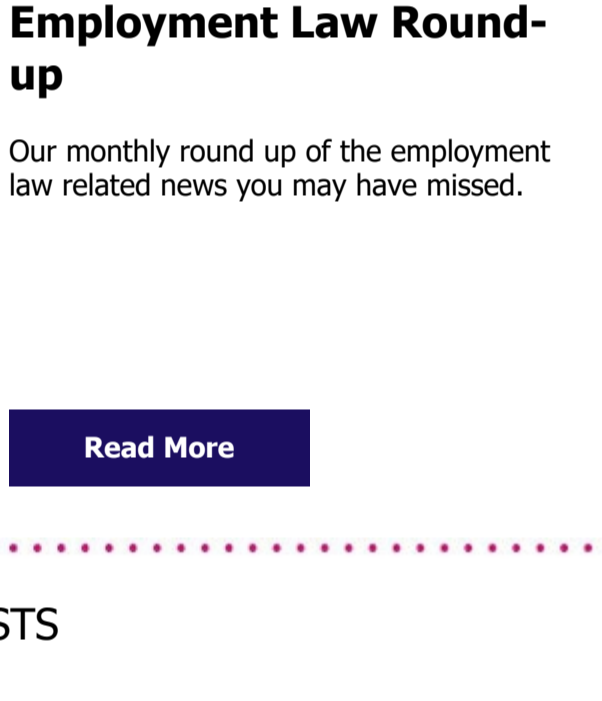
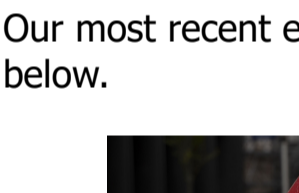
Right to request a predictable working pattern will not be progressed.



SUBJECT ACCESS REQUESTS

Getting SARs right: lessons to be learned from the Labour Party's reprimand

The Information Commissioner's Office (ICO) has recently issued the Labour Party with a rather embarrassing "slap across the wrist" for its failure to handle requests for personal information on time.



ROUND-UP

Employment Law Round-up

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



OUR EMPLOYMENT LAW PODCASTS

Our most recent employment law podcasts can be listened to at the links below.



Workplace Accidents: Key Steps for Employers

David Hossack is joined by Jenny Dickson, Health and Safety expert and Chair of Morton Fraser MacRoberts to consider the practical steps that need to be taken by employers in the aftermath of accidents at work.

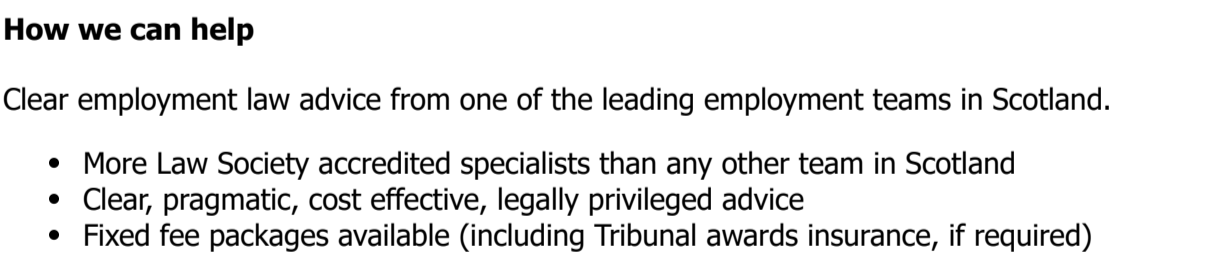


SOSR Dismissals & COVID Vaccinations: What's Fair?

David Hossack and Fiona Meek look at the recent EAT case of Masiero & others v Barchester Healthcare PLC, where the EAT concluded that the dismissal of the Claimants for refusing to comply with the mandatory COVID vaccination policy was fair.



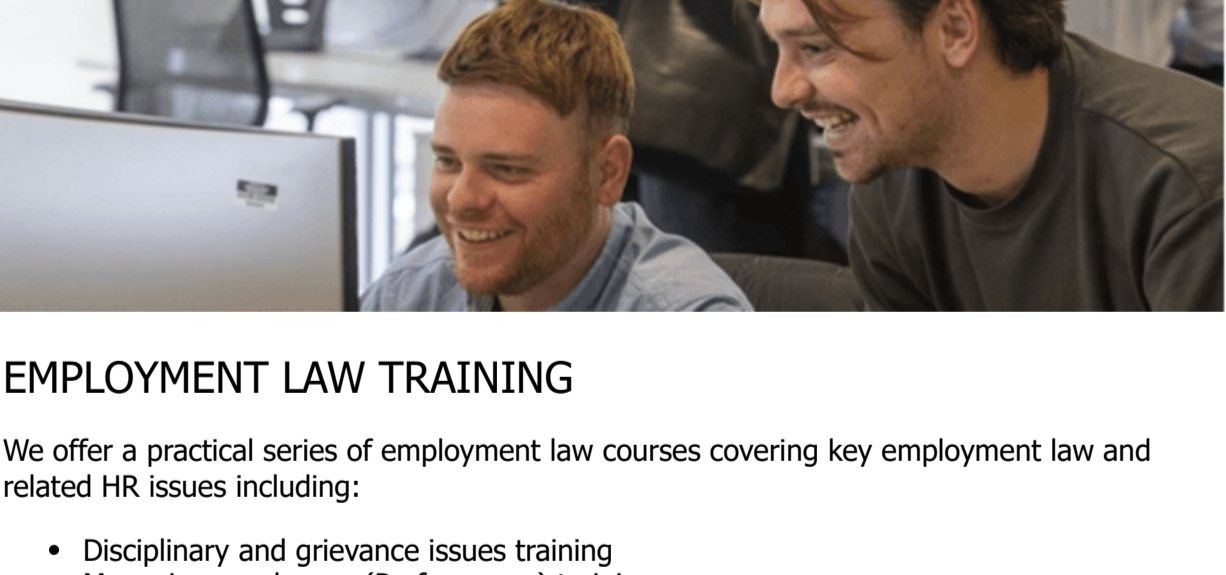
You can find all of our latest podcasts on our website.



EMPLOYMENT LAW GUIDE AND TIMELINE

To see our Brief Guide to Employment Law in Scotland, England and Wales, [read our article](#).

For details of upcoming changes in employment law, see our [Employment law reform timeline](#).



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)

"Morton Fraser MacRoberts always offer practical, solutions-based advice and make complex legal matters easier to understand."

Chambers and Partners 2024

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 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@mfmac.com to find out more.



DOWNLOAD OUR APP

You can download our free employment law app, MFMAC HR, 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.

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:-

[Lindsey Cartwright](mailto:Lindsey.Cartwright@mfmac.com) on 0141 274 1141

[Innes Clark](mailto:Innes.Clark@mfmac.com) on 0131 247 1181z

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[Sarah Gilzean](mailto:Sarah.Gilzean@mfmac.com) on 0131 247 1157

[Kenny Scott](mailto:Kenny.Scott@mfmac.com) on 0131 248 2255

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