

Because employment matters

EMPLOYMENT LAW E-BULLETIN - JUNE 2024

Welcome to our June e-bulletin. This month we take a look at how the general election result may impact on employment law. We also report on a successful £4.5 million employment tribunal claim arising from a dismissal at the end of a probationary period and an Employment Appeal Tribunal judgment which provides guidance in light of the Supreme Court decision in Agnew. We also look at this year's gender pay gap reporting statistics and consider whether we are finally seeing progress in this area. Finally, we've included our usual employment law round up.

Our next Essential Employment Law Webinar on 11 June looks at what a Labour Government would mean for employment law and there is still time to book your place - see below for details of this and the rest of our upcoming webinars.

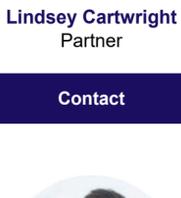
Our guest podcast this month features Andrew Crammond, Barrister from Trinity Chambers, Andrew is joined by Hayley Johnson, a legal director in our team with Andrew and Hayley providing some great insights into the employment tribunal process. Scroll down for links to this and our other recent podcasts..

MEET OUR EMPLOYMENT LAW PARTNERS



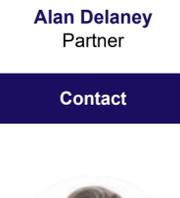
Innes Clark
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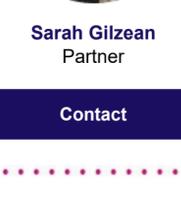
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ESSENTIAL EMPLOYMENT LAW WEBINARS

Our next essential employment law webinar on **What to Expect in Employment Law if Labour win the Next General Election** takes place on 11 June. The webinar looks at the likely changes a Labour Government would make and the key points that employers need to prepare for if, as current polls suggest, Labour do form the next UK Government. You can register for this and our other employment law essential webinars by clicking on the links below. Our webinars last for approximately 50 minutes and are free to attend.

[What to expect in employment law if Labour win the next general election](#) - 11 June 2024

[Managing poor performance in the workplace](#) - 22 August 2024

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

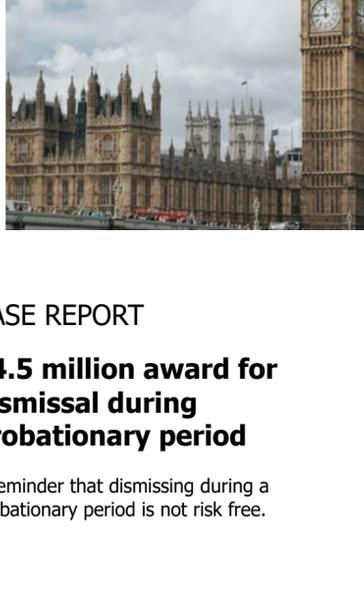
Feedback from recent attendees at these seminars include "Speakers with a personal lived experience of the subject always make these types of sessions more engaging and that shone through in this session", "Always informative and relevant, presented by people with strong business acumen", and "A brilliant webinar which covered a lot of topical areas".

Recordings of our recent webinars can be [viewed on our website](#).

GENERAL ELECTION

What would a Labour win in the General Election mean for employment law?

Labour are proposing some major changes to Employment Law should they win the general election on 4 July.



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CASE REPORT

£4.5 million award for dismissal during probationary period

A reminder that dismissing during a probationary period is not risk free.

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EQUALITY

Gender pay gap reduced to lowest level since mandatory reporting introduced

A positive step or just not as bad as in previous years?



[Read More](#)



HOLIDAY PAY

EAT provides holiday pay guidance in light of the Supreme Court decision in Agnew

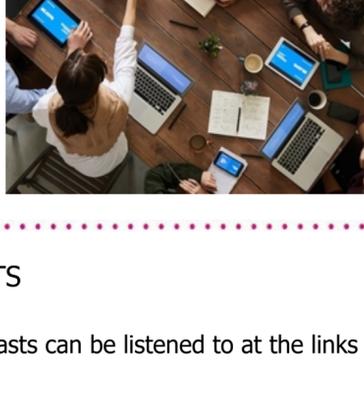
The Employment Appeal Tribunal have considered the application of the recent Supreme Court judgment that a 3 month gap in deductions would not necessarily break a "series of deductions".

[Read More](#)

ROUND UP

Employment Law Round-up

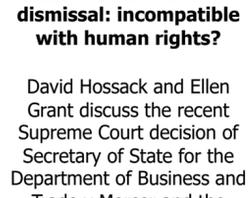
Our monthly round up of the employment law related news you may have missed.



[Read More](#)

OUR EMPLOYMENT LAW PODCASTS

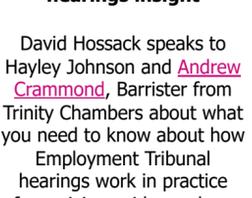
Our most recent employment law podcasts can be listened to at the links below.



Industrial action and detriments short of dismissal: incompatible with human rights?

David Hossack and Ellen Grant discuss the recent Supreme Court decision of Secretary of State for the Department of Business and Trade v Mercer and the impact this judgement may have on the protection of workers who take part in industrial action during working hours.

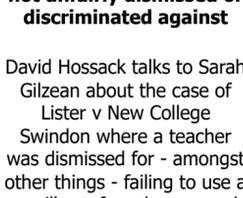
[Listen](#)



Employment Tribunals hearings insight

David Hossack speaks to Hayley Johnson and [Andrew Crammond](#), Barrister from Trinity Chambers about what you need to know about how Employment Tribunal hearings work in practice from giving evidence, how hearings in England and Scotland differ, to dos and don'ts during hearings.

[Listen](#)



Gender critical teacher not unfairly dismissed or discriminated against

David Hossack talks to Sarah Gilzean about the case of Lister v New College Swindon where a teacher was dismissed for - amongst other things - failing to use a pupil's preferred name and pronouns.

[Listen](#)

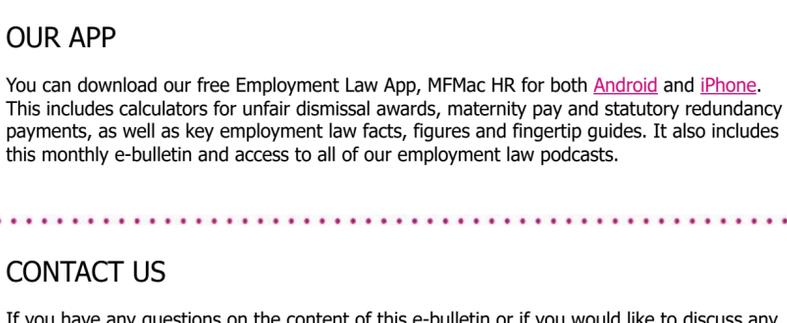
You can find all our latest podcasts on our website.

[WEBSITE](#)



EMPLOYMENT LAW GUIDE

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



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:-

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