

Because employment matters

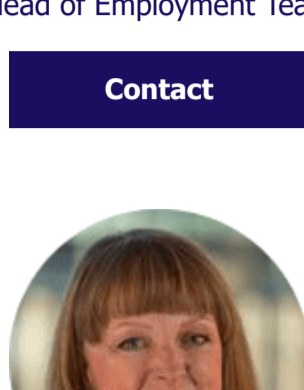
EMPLOYMENT LAW E-BULLETIN - September 2024

Welcome to our September e-bulletin. Parliament returns this month after the summer recess, so we can expect to see progress on the new rights promised in the run-up to the general election in the UK. With that in mind, we start this month by looking at how the "right to switch off" might be implemented. We also cover a case highlighting the risk of not allowing a resignation withdrawal where the employee had a disability and look at the different ways that protections for part-time workers are interpreted north and south of the border.

We've also included our usual employment law round up as well as links to all of our recent podcasts.

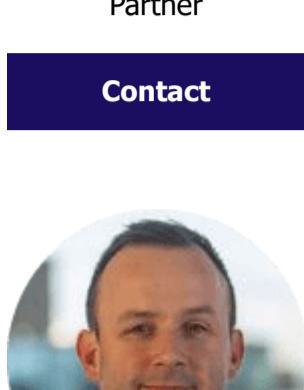
Our Essential Employment Law Webinar series continues on 19 September, with discrimination expert Sarah Gilzean and Employment Associate Fiona Meek looking at the new duty on employers to prevent sexual harassment in the workplace. Please see below for details on how to register for this and the rest of this year's webinars.

MEET OUR EMPLOYMENT PARTNERS



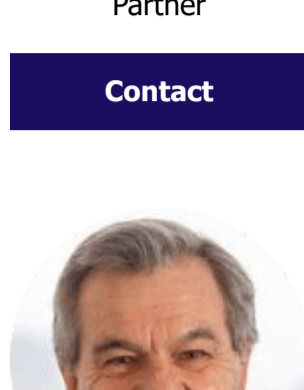
Innes Clark
Head of Employment Team

Contact



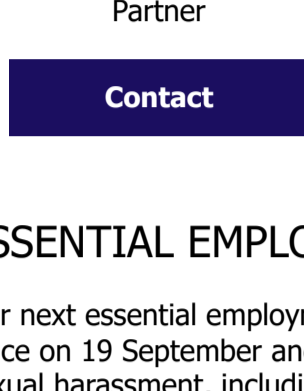
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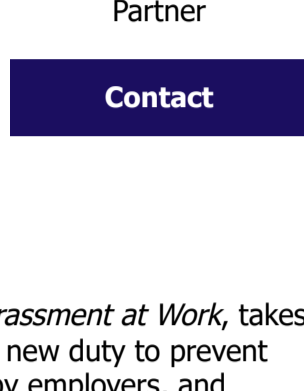
Sarah Gilzean
Partner

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David Walker
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ESSENTIAL EMPLOYMENT LAW WEBINARS

Our next essential employment law webinar, *Preventing Sexual Harassment at Work*, takes place on 19 September and covers all you need to know about the new duty to prevent sexual harassment, including liability, what steps should be taken by employers, and enforcement. 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.

[Preventing Sexual Harassment at Work](#) - 19 September 2024

[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](#).

FUTURE EMPLOYMENT LAW REFORM

Finding a work/life balance - as easy as flicking a switch?

The Labour Government is set to introduce a "right to switch off".

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CASE REPORT

When should employers accept the withdrawal of a resignation?

A recent case highlights the need for employers to remain open minded when disability is involved.

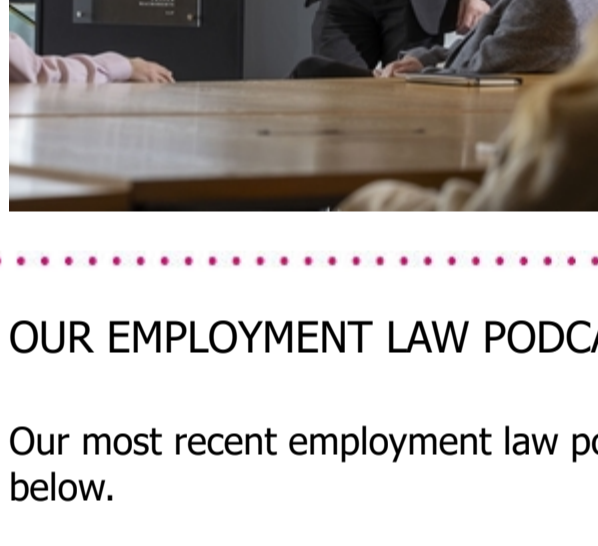
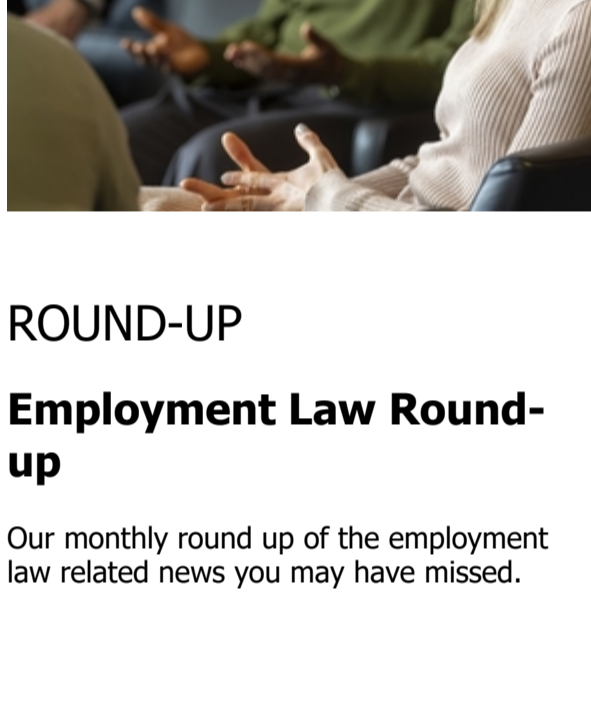
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CASE REPORT

Is the Scottish approach to protection of part-time workers wrong?

Currently, in Scotland, to be successful, claimants must show that less favourable treatment is solely on the grounds of working part-time.

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ROUND-UP

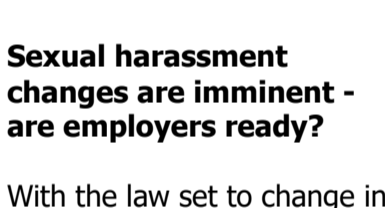
Employment Law Round-up

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

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OUR EMPLOYMENT LAW PODCASTS

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



Sexual harassment changes are imminent - are employers ready?

With the law set to change in October to put the onus on employers to take reasonable steps to prevent sexual harassment, David Hossack and discrimination expert Sarah Gilzean discuss what employers need to do to comply.

Listen now



Will the new Government change the rules for business immigration?

Stuart McWilliams and David Hossack discuss what is likely to change for employers sponsoring work visas and what other reforms would be useful in the visa system.

Listen now



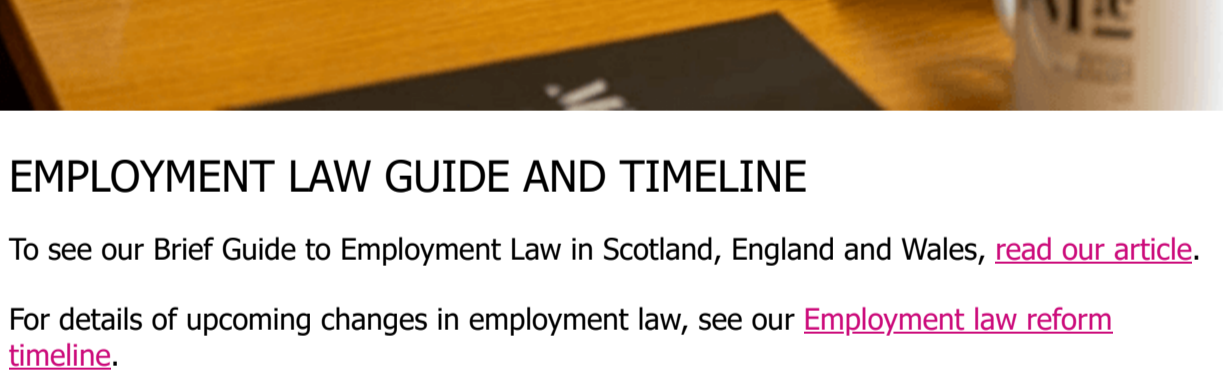
Contracts of apprenticeship in Scotland and the risks of terminating early

Nikita Sandhu discusses the case of *Hassan v Commsworld Ltd* with David Hossack and highlights why the employer was found to have unlawfully terminated their apprentice's contract.

Listen now

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

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

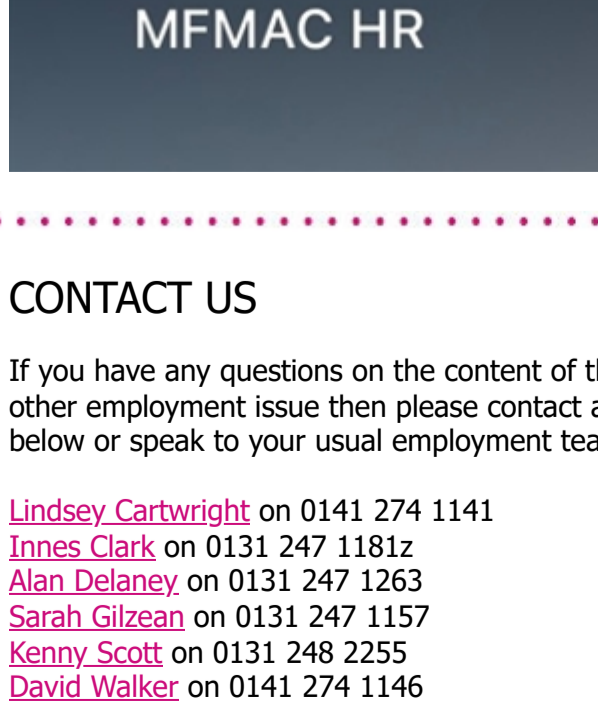
We offer a practical series of employment law courses covering key employment law and related HR issues including:

- 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:-

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