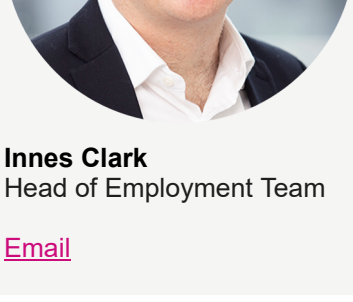
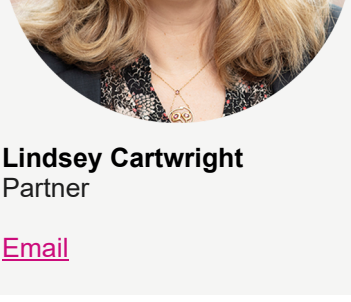
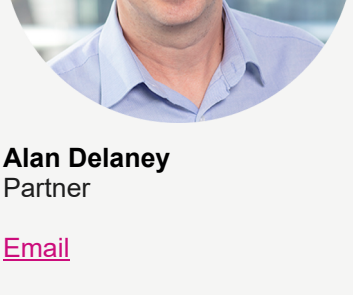




Employment Law e-bulletin - April 2024

Welcome to our April e-bulletin. April is always a busy month for employment law and that is particularly so this year with the introduction of new and extended family friendly employment rights. We also see annual increases to national living and minimum wage, employment tribunal compensation limits and statutory benefits. We are covering all of these important developments along with other key employment law issues for employers to be aware of, including changes to business immigration rules and new ICO guidance on sharing data in medical health emergencies. We've also included links to our latest podcasts. Finally, our next essential employment law webinar takes place on 18 April and will cover disciplinary and grievance investigations. Scroll down to find out more and to sign up for free.

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>
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 <p>Sarah Gilzean Partner</p> <p>Email</p>	 <p>Kenny Scott Partner</p> <p>Email</p>	 <p>David Walker Partner</p> <p>Email</p>
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ESSENTIAL EMPLOYMENT LAW WEBINARS

Our next webinar, on 18 April, covers disciplinary and grievance investigations. You can register for this and our other employment law webinars by clicking on the links below. Our webinars last for approximately 50 minutes and are free to attend.

- [Conducting disciplinary and grievance investigations](#) - 18 April 2024
- [Protected conversations and settlement agreements](#) - 9 May 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: "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".



APRIL CHANGES

April 2024 employment law changes

This month sees the introduction of new and amended family friendly employment rights, as well as annual updates to minimum wage and employment tribunal compensation limits.

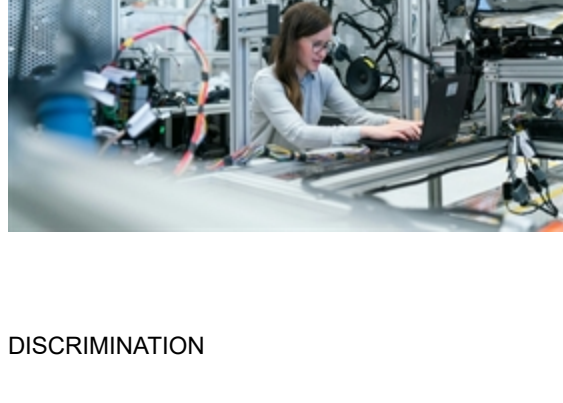
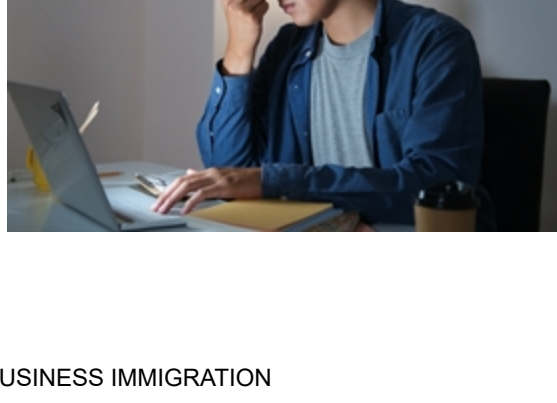
[READ MORE](#)

NEW GUIDANCE

ICO publish guidance on sharing personal data in mental health emergencies

Guidance clarifies that data protection laws do not prevent necessary and appropriate information sharing in an emergency.

[READ MORE](#)



BUSINESS IMMIGRATION

Increases in salary requirements for Skilled Workers (and other changes)

A brief run through of the important business immigration changes taking place in April.

[READ MORE](#)

DISCRIMINATION

Guidelines updated for compensation for injury to feelings in discrimination cases

The new guidelines will apply to cases presented on or after 6 April 2024.

[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

Our most recent employment law podcasts can be listened to by clicking on the links below :-

[New Dismissal & Re-engagement Code](#) - David Hossack and Alan Delaney discuss the new statutory Code of Practice on Dismissal and Re-engagement which is expected to be brought into force this summer and the steps employers should take to comply with this.

[Increased fines for illegal working](#) - what do employers need to do to protect their business? - Business immigration expert Stuart McWilliams and David Hossack talk about the possible consequences for breach of the right to work rules, how and when businesses should be checking the right to work and the practical steps that need to be in place.

[Tribunal Limit Increases: Unfair Dismissal Awards](#) - David Hossack and Innes Clark discuss the latest employment tribunal compensation award limit increase as well as taking a trip down memory lane to look at how employment tribunal compensation for unfair dismissal claims has developed over the years.

[Settlement Agreements: Settling Future Claims?](#) - David Hossack and Rhianna Robinson discuss the recent case of Bathgate v Technip Singapore PTE and what it means for the ability to settle future claims within settlement agreements, whether known or unknown at the time of signing.

EMPLOYMENT LAW TIMELINE

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

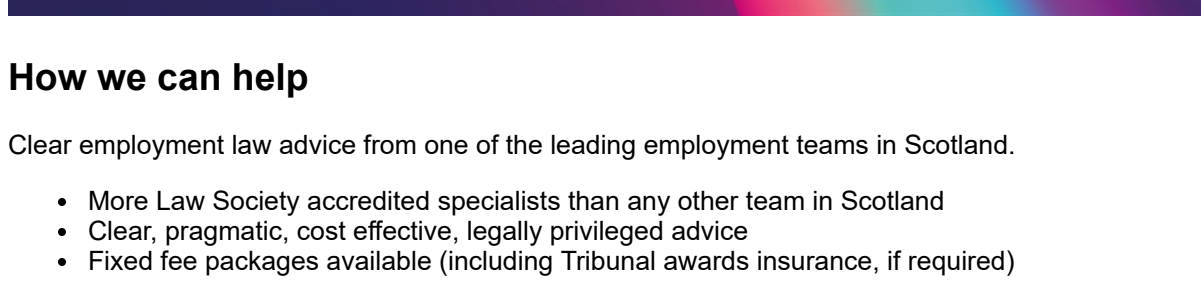
EMPLOYMENT LAW FACTCARD 2024/25

Our Employment Law Factcard is full of useful information for employers including disciplinary and redundancy checklists, Employment Tribunal award limits, family friendly leave entitlements and national minimum wage rates.

We will be sending out the latest edition of our free Factcard later this month. If you are not already on our mailing list and would like a hard copy of our mailing list please email us at employment@mfmac.com with your name and postal address and we will send it on to you.

You can also find all of the information contained in our Factcard and much more on our free employment law app which is available to download. Search for MFMac HR on either the App Store or Google Play.

"...the app is gorgeous, very well designed with great functionality and looks" - Legal IT Insider (www.legaltechnology.com)



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

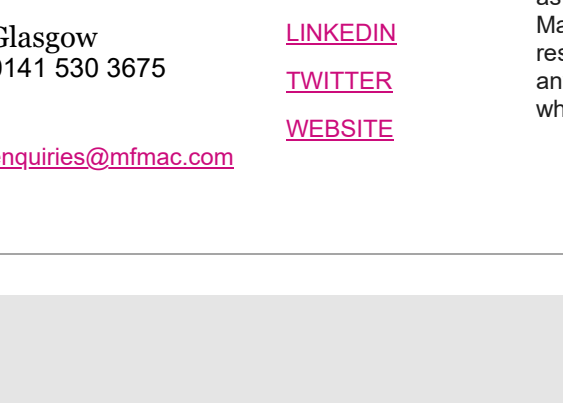
We offer a practical series of employment law courses covering key employment law and related HR issues including:-

- 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:-

- [Lindsey Cartwright](#) on 0141 274 1141
- [Innes Clark](#) on 0131 247 1181
- [Alan Delaney](#) on 0131 247 1263
- [Sarah Gilzean](#) on 0131 247 1157
- [Kenny Scott](#) on 0131 248 2255
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