

Because *employment* matters



RANKED BAND 1 FOR EMPLOYMENT LAW IN CHAMBERS AND PARTNERS

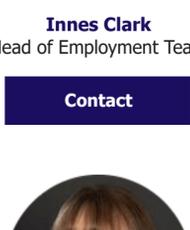
2026
Morton Fraser MacRoberts

EMPLOYMENT LAW E-BULLETIN - January 2026

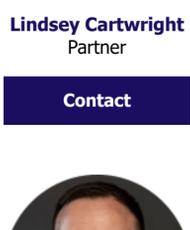
Happy new year and welcome to our first Employment Law Bulletin of 2026. This month we focus on what to expect not only in employment law, but also what employers need to know about changes to business immigration requirements. If the UK government's roadmap for the Employment Rights Act 2025 is implemented as planned, we will see, over the next two years, some of the most significant changes to employment law ever. One particular curveball, that was thrown in at the last minute, relates to unfair dismissal and the intended removal of the compensatory award cap. This is a seismic change to employment law and we have provided further details below. Finally, we have included our usual employment law round up.

Our first Essential Employment Law webinar of the year looks at what to expect in employment law in 2026 - scroll down to register.

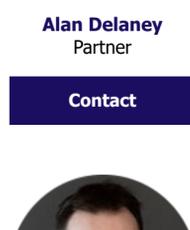
MEET OUR EMPLOYMENT PARTNERS



Innes Clark
Head of Employment Team



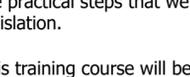
Lindsey Cartwright
Partner



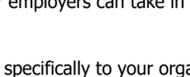
Alan Delaney
Partner



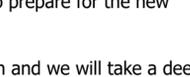
Sarah Gilzean
Partner



Kenny Scott
Partner



Stuart McWilliams
Partner, Business Immigration



PREPARING FOR THE EMPLOYMENT RIGHTS ACT

This is a practical half-day training course aimed at HR and business leaders which explains the practical steps that we consider employers can take in order to prepare for the new legislation.

This training course will be tailored specifically to your organisation and we will take a deep dive into the detail of the key reforms within the Employment Rights Act that are most important to you, as well as clarifying the expected timings so that you can prioritise. We can deliver this training in-person or online for your organisation.

To enquire about this training course and for details of cost, please get in touch with your usual MFM contact or email innes.clark@mfm.com.

ESSENTIAL EMPLOYMENT LAW WEBINARS

Our first Essential Employment Law Webinar of the new year looks at what to expect in employment law this year. Join our leading employment law experts for all the very latest on the Employment Rights Act, our predictions for the year ahead and a chance to ask questions.

- [What to expect in employment law in 2026 webinar](#) - 15 January 2026
- [Changes to unfair dismissal law – managing the risk](#) - 19 February 2026

Our webinar programme for the first half of 2026 will be announced in the coming weeks. Our webinars last for approximately 50 minutes and are free to attend. They are applicable to the law of Scotland, England and Wales.

Feedback from recent attendees includes:

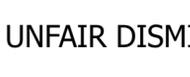
- "Very informative, pitched at the right level with excellent delivery"
- "Insightful, informative and clear"
- "Fantastic, informative, current and super engaging"

In the meantime, if you missed any of our recent Essential Employment Law webinars, links to recordings can be found [here](#).

PREVIEW OF 2026

What to expect in employment law in 2026

2026 will see very significant changes being made to existing laws, as well as the introduction of new rights and obligations.



EMPLOYMENT RIGHTS ACT

Employment Rights Act in force

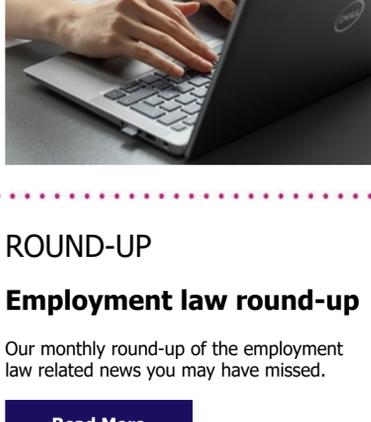
Employers need to ensure that they are ready for the significant changes that lie ahead.



UNFAIR DISMISSAL

The future of unfair dismissal - shorter service, higher claims?

In early 2027, the qualifying service for unfair dismissal will reduce to 6 months and the cap on compensation will be removed.



BUSINESS IMMIGRATION

What employers need to know about immigration changes in 2026

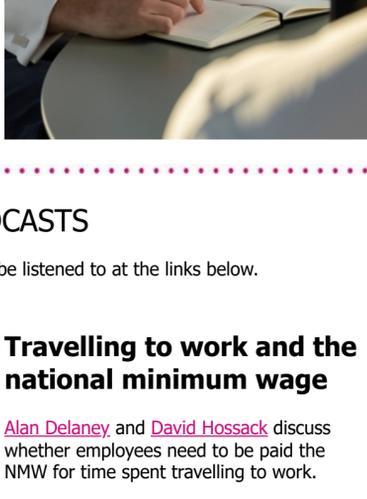
With major changes expected in 2026, businesses need to understand what's coming and how to prepare.



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.



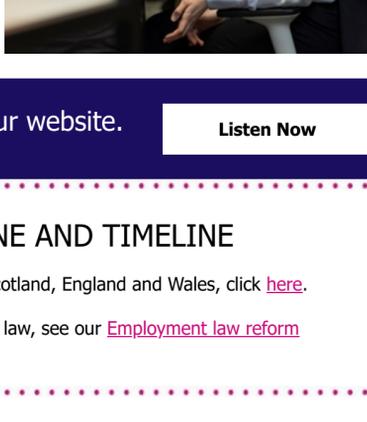
Travelling to work and the national minimum wage

[Alan Delaney](#) and [David Hossack](#) discuss whether employees need to be paid the NMW for time spent travelling to work.



What to expect in employment law in 2026

[David Hossack](#) and [Innes Clark](#) discuss the very significant changes to be expected in 2026 as a result of the Employment Rights Act, as well as discussing other important changes that employers should be aware of.



You can find all of podcasts on our website.



EMPLOYMENT LAW GUIDELINE AND TIMELINE

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

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)

"The team consistently delivers high quality advice, making often complex legal issues easy to understand"

Chambers and Partners 2026 Edition

Please contact innes.clark@mfm.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@mfm.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:-

- [Innes Clark](#) on 0131 247 1181
- [Lindsey Cartwright](#) on 0141 274 1141
- [Alan Delaney](#) on 0131 247 1263
- [Sarah Gilzean](#) on 0131 247 1157
- [Kenny Scott](#) on 0131 248 2255
- [Stuart McWilliams](#) on 0141 274 1147

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