

Because employment matters

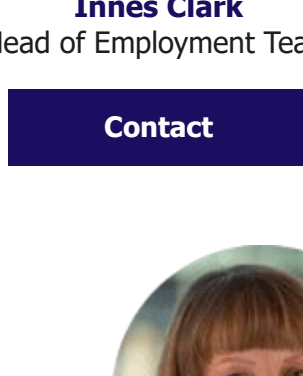
EMPLOYMENT LAW E-BULLETIN - June 2025

Welcome to our June e-bulletin. We have a mix of topics this month but start with a podcast looking at workplace wellbeing where we benefit from the expertise of two GPs highly qualified in preventative health strategies. We also take a look at the recent Court of Appeal judgment that aligns the Scottish and English approach to protection of part-time workers from discrimination.

Our business immigration expert Stuart McWilliams provides a summary of the UK Government's recently published White Paper setting out their plans to reduce net migration - something that has been on the agenda since their election last year. For businesses who require to publish Modern Slavery Statements, we also have a summary of the recently updated guidance on Transparency in Supply Chains.

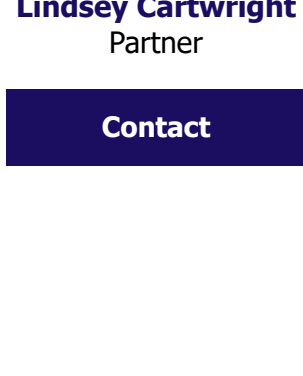
Finally, we have included our usual round up of the key employment law related news.

MEET OUR EMPLOYMENT PARTNERS



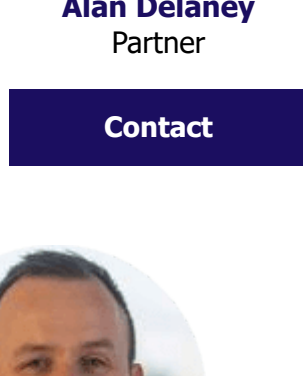
Innes Clark
Head of Employment Team

Contact



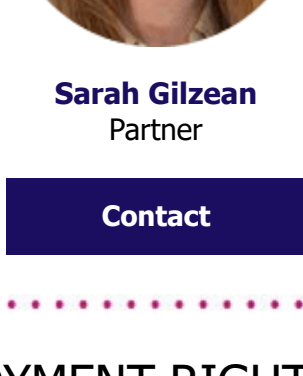
Lindsey Cartwright
Partner

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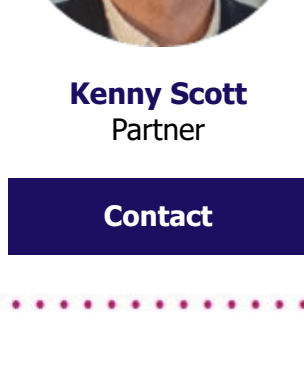
Alan Delaney
Partner

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Sarah Gilzean
Partner

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Kenny Scott
Partner

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EMPLOYMENT RIGHTS BILL: The 10 practical steps you can take now to prepare

This is a practical half-day training course aimed at HR and business leaders which explains the 10 practical steps that we consider employers can take now 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 proposed within the Employment Rights Bill 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 MFMac contact or email innes.clark@mfmac.com.

ESSENTIAL EMPLOYMENT LAW WEBINARS

Our essential employment law webinars are taking a short summer break but will return in August. The programme for the second half of 2025 will be announced shortly.

In the meantime if you have missed any of our recent employment law essential webinars links to recordings can be accessed [here](#).

BUSINESS IMMIGRATION LAW BULLETIN

Our Business Immigration team recently launched a new e-bulletin aimed at businesses sponsoring work visas. We appreciate how challenging it can be for employers to stay up to date with the Home Office changes and we hope that our regular updates will assist. The latest edition is now available: [Business Immigration Law Bulletin](#).

You can make sure you don't miss out on future business immigration bulletins by signing up [here](#).

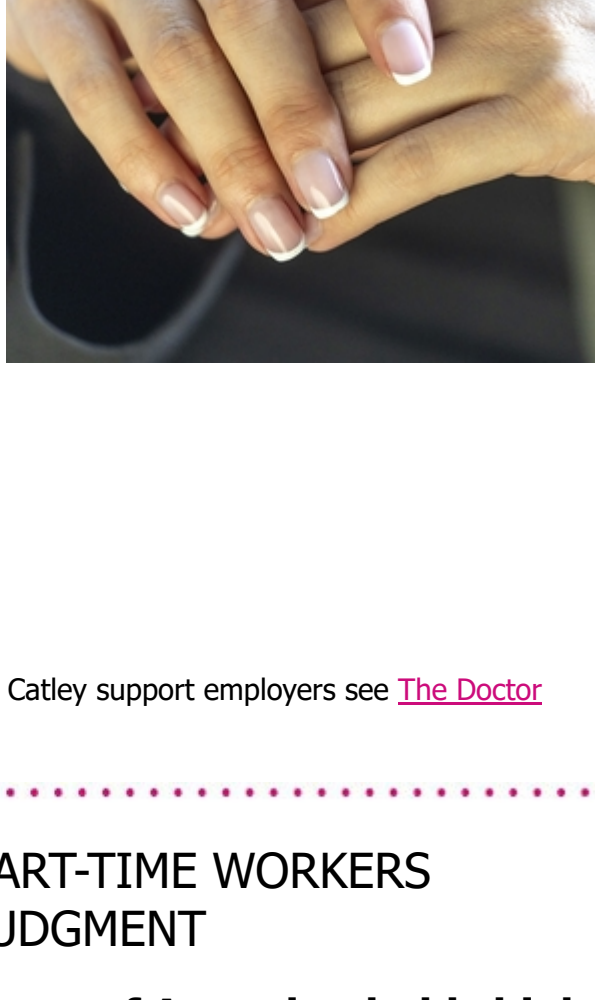
WORKPLACE WELLBEING

The Doctor Explains: What can employers do to help prevent health issues impacting at work?

[David Hossack](#) and [Sarah Gilzean](#) talk to Dr Sigi Joseph and Dr Jane Catley about the importance of health and wellbeing in the workplace and the simple steps that employees and employers can take to reduce the impact of ill health at work. This is a really interesting podcast with some great practical tips for employers to take to reduce the impact of ill health at work. This is also well worth a listen from the perspective of personal health and wellbeing.

Listen Now

For more information on how Dr. Joseph and Dr. Catley support employers see [The Doctor Explains](#).



ROUND UP

Employment Law round-up

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

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GUIDANCE

Updated Guidance: What to include in a Modern Slavery Statement

The UK government has issued revised Modern Slavery Guidance providing updated practical advice to businesses.

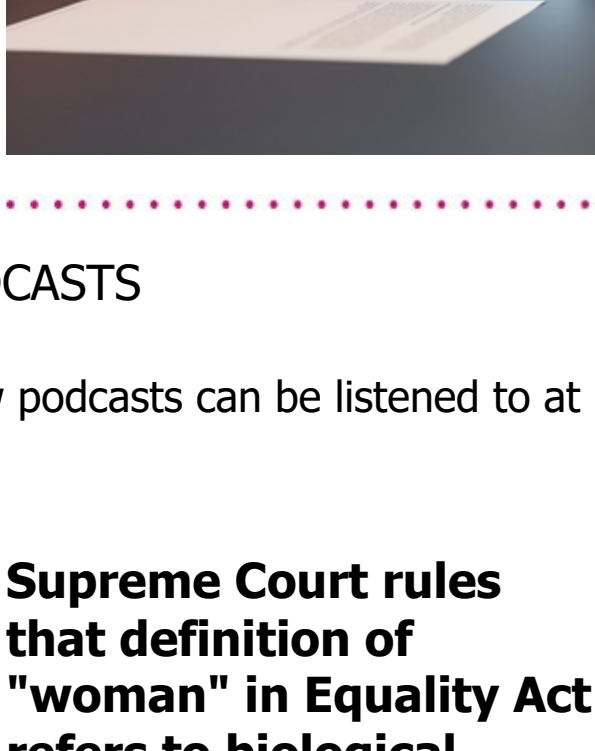
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BUSINESS IMMIGRATION

New White Paper on Immigration Reform

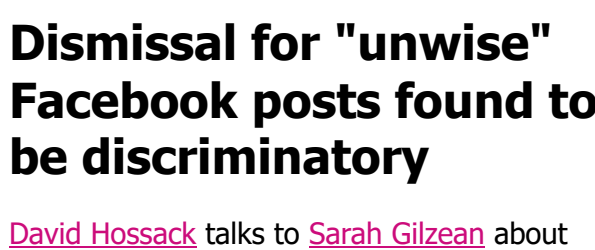
The UK government has published a white paper detailing how it intends to reform the immigration system.

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OUR EMPLOYMENT LAW PODCASTS

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



Supreme Court rules that definition of "woman" in Equality Act refers to biological women only

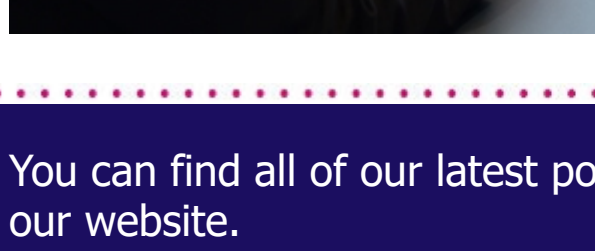
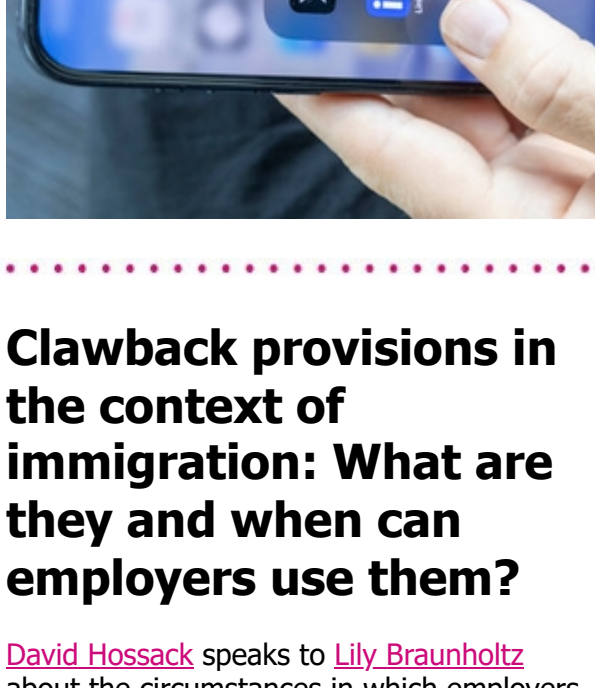
[David Hossack](#) talks to discrimination expert [Sarah Gilzean](#) about the recent decision in *For Women Scotland Ltd v The Scottish Ministers* and the impact of the case for employers and service providers.

Listen Now

Dismissal for "unwise" Facebook posts found to be discriminatory

[David Hossack](#) talks to [Sarah Gilzean](#) about *Higgs v Farmor's School* where an employee was dismissed for expressing her beliefs on social media and how employers can justify taking action in these circumstances.

Listen Now



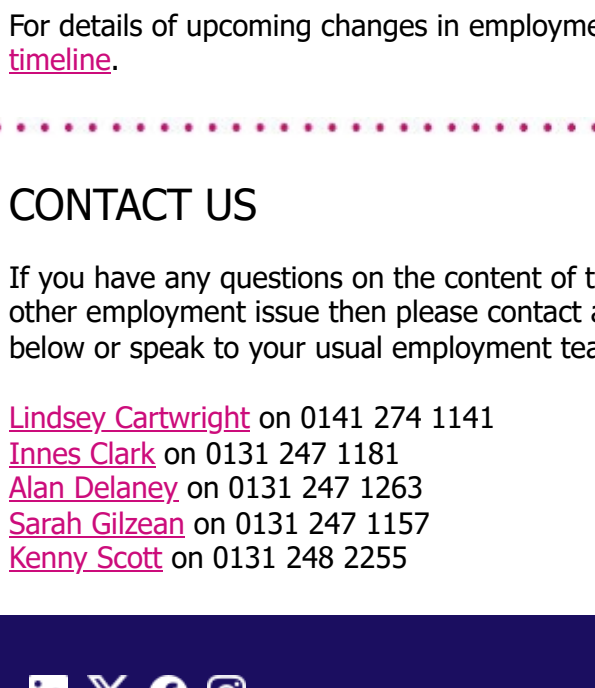
Clawback provisions in the context of immigration: What are they and when can employers use them?

[David Hossack](#) speaks to [Lily Braunholtz](#) about the circumstances in which employers can seek reimbursement of immigration costs from employees and the consequences if they get this wrong.

Listen Now

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

Listen now



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.

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](#).

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

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