

Because employment matters

EMPLOYMENT LAW E-BULLETIN - July 2025

Welcome to our July e-bulletin. A timetable for the Employment Rights Bill has been published this month by the UK Government covering both consultations and implementation dates for the measures contained in the Bill. We start with an overview setting out what you can expect and when.

We also take a look at this year's CIPD Good Work Index which is an interesting benchmark for employers and HR professionals looking to improve employee work satisfaction and performance/productivity.

We also report on a number of interesting cases this month, including two recent cases arising from flawed redundancy procedures. We also look at a High Court case where an employer was found to be liable for psychiatric injury due to the way in which it carried out a disciplinary investigation.

For any sponsor licence holders, we've included details of important changes to the immigration rules which come into force later this month.

Finally, we've included our usual round up of the latest employment law related news as well as links to our latest podcasts including a fantastic podcast on dyslexia in the workplace featuring Dr Jeremy Law of Glasgow University.

MEET OUR EMPLOYMENT PARTNERS



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Head of Employment Team

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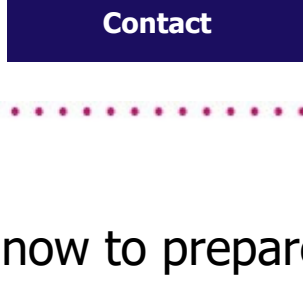
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EMPLOYMENT RIGHTS BILL:

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 return on 18 September with a further update on the Employment Rights Bill. As well as providing an update on some recent significant developments with the Bill, we will also talk through the Government's implementation timetable. Finally, we will talk about the collective consultation and trade union elements of the Bill (which are relevant to all employers, not just those who recognise trade unions). You can register for this by clicking on the link below. Our webinars last for approximately 50 minutes and are free to attend. They are applicable to the law of Scotland, England and Wales.

[Sign up here](#)

Feedback from recent attendees at these seminars include "Very informative, good pace and spoken in plain language", "Really insightful, knowledgeable and helpful", and "Great interaction. Brilliant advice."

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

DISCIPLINARY PROCEDURES

Mismanagement of disciplinary process leaves employer liable for psychiatric injury

In *Woodhead v WTTV Ltd & Anor the High Court* have upheld a claim in negligence against an employer, based on the manner in which disciplinary proceedings were conducted.

[Read More](#)

EMPLOYMENT RIGHTS BILL UPDATE

Employment Rights Bill implementation roadmap published

The roadmap acknowledges the importance of proper planning and provides for phased consultation and implementation.

[Read More](#)

REDUNDANCY

Redundancy - suitable alternative employment

How much help does an employer need to give an at-risk employee?

[Read More](#)

CIPD STUDY

The CIPD Good work index

For businesses and people professionals striving to attract talent, understanding what improves work and working lives is increasingly important.

[Read More](#)

REDUNDANCY

Degrees, discrimination and due process

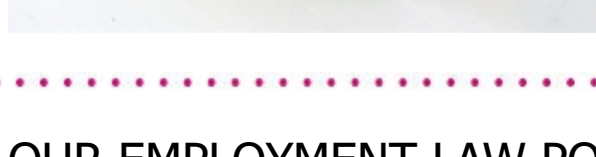
How a potentially fair redundancy selection process can be turned into an unfair and discriminatory one.

[Read More](#)

ROUND UP

Employment Law Round-up

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

[Read More](#)

BUSINESS IMMIGRATION

Major changes to immigration rules from 22 July

The Home Office have announced significant changes to the Immigration Rules which sponsor licence holders need to be aware of.

[Read More](#)

OUR EMPLOYMENT LAW PODCASTS

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

What is a Data Subject Access Request (DSAR) and why do they matter?

This month Melissa Hall and Amina Amin explore what DSARs are, and the challenges organisations face. Highlighting key ICO guidance, common risks including complaints and enforcement, our podcast provides practical advice on steps organisations can take to remain compliant.

[Listen Now](#)

Dyslexia in the workplace

David Hossack is joined by Dr Jeremy Law of Glasgow University to discuss dyslexia in the workplace and to consider the issues raised in the report "Towards a dyslexia friendly Scotland".

[Listen Now](#)

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

[Listen now](#)

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-level employment guidance and advice."
Chambers and Partners 2025 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 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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