

Because *employment* matters

RANKED BAND 1 FOR EMPLOYMENT LAW IN CHAMBERS AND PARTNERS

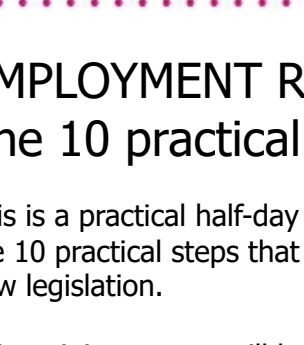
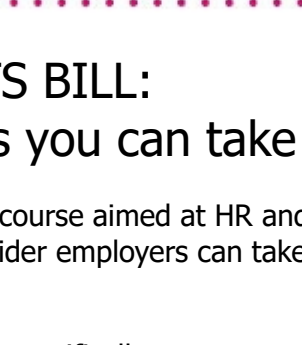
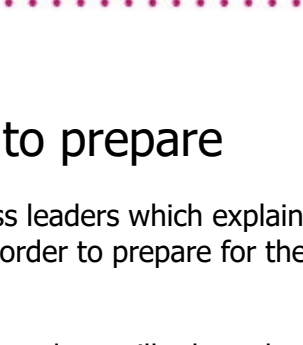
Morton Fraser MacRoberts

EMPLOYMENT LAW E-BULLETIN - November 2025

Welcome to our November e-bulletin. We start with an update on the Employment Rights Bill as it ping pongs between the House of Commons and the House of Lords. We also look at the recently published consultations relating to some of the measures being introduced by the Bill. We cover two recent cases, both of which had circumstances which put the employer in a tricky position. The first looks at how employers can protect themselves from breach of working hours when an employee conceals a second job. The second considers how employers can prevent sexual harassment in the workplace when a perpetrator never intended their actions to harass. Finally, our monthly round up includes some important information for employers in relation to EHRC guidance, redundancy notification and the real living wage.

Our next Essential Employment Law webinar takes place on 13 November on the Employment Rights Bill, in particular the provisions relating to fire and re-hire. In addition, on 4 December, join discrimination law expert Sarah Gilzean and special guest Dr Jeremy Law from the University of Glasgow, an expert in dyslexia and cognitive mechanisms for a very practical discussion relating to dyslexia in the workplace. Scroll down to register for these and our other upcoming webinars.

MEET OUR EMPLOYMENT PARTNERS

**Innes Clark**
Head of Employment Team[Contact](#)**Lindsey Cartwright**
Partner[Contact](#)**Alan Delaney**
Partner[Contact](#)**Sarah Gilzean**
Partner[Contact](#)**Kenny Scott**
Partner[Contact](#)**Stuart McWilliams**
Partner, Business Immigration[Contact](#)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 next Essential Employment Law Webinar is the last in a four part series that we have been running on the Employment Rights Bill. This webinar will provide a further update as to where we are with the Bill and there will be a particular focus on what to expect from the fire and rehire provisions. We will also cover what you can do to prepare for 2026 in light of the significant changes expected throughout next year. You can register for this and our other upcoming webinars by clicking on the links below. Our webinars last for approximately 50 minutes and are free to attend. They are applicable to the law of Scotland, England and Wales.

- [Employment Rights Bill - Fire & Re-Hire](#) - 13 November 2025
- [Dyslexia in the workplace](#) - 4 December 2025
- [What to expect in employment law in 2026 webinar](#) - 15 January 2026

Feedback from recent attendees includes:

- "Very informative, good pace and spoken in plain language."
- "Really insightful, knowledgeable and helpful."
- "Great interaction. Brilliant advice."

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

EMPLOYMENT RIGHTS BILL

"Ping pong" merrily on high

Will we see an Employment Rights Act this side of Christmas?

[Read More](#)

EMPLOYMENT RIGHTS BILL

Employment Rights Bill consultations published

While the Employment Rights Bill continues to work its way towards Royal Assent, four consultations seeking views on the practical details of implementing some of the new rights have been published.

[Read More](#)

WORKING TIME REGULATIONS

The importance of being aware of an employee's side hustle

An observant employer fairly dismissed an employee who had been working two jobs for 16 years.

[Read More](#)

EMPLOYMENT RIGHTS BILL

How can an employer prevent harassment when the perpetrator wasn't intending to harass?

A recent case in the Employment Appeal Tribunal is a timely reminder that harassment can occur whether or not the perpetrator intended to harass. Where does that leave employers trying to prevent sexual harassment in the workplace?

[Read More](#)

ROUND UP

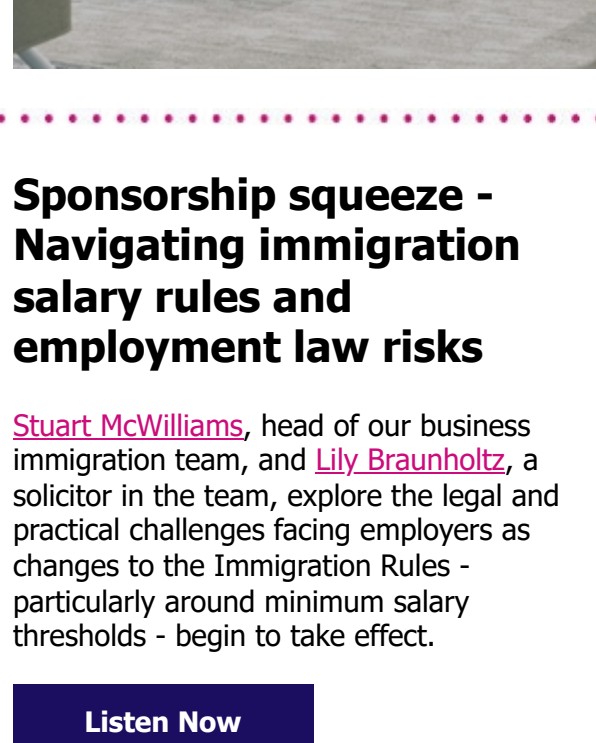
Employment Law Round-up

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

[Read More](#)

OUR EMPLOYMENT LAW PODCASTS

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



When Redundancy Goes Wrong - The importance of considering alternative roles

[David Hossack](#) and [Nikita Sandhu](#) discuss top tips for a fair redundancy procedure following the recent case of Hendy Group Limited v Kennedy.

[Listen Now](#)

Sponsorship squeeze - Navigating immigration salary rules and employment law risks

[Stuart McWilliams](#), head of our business immigration team, and [Lily Braunholtz](#), a solicitor in the team, explore the legal and practical challenges facing employers as changes to the Immigration Rules - particularly around minimum salary thresholds - begin to take effect.

[Listen Now](#)

You can find all or latest podcasts on our website.

[Listen Now](#)

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@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 our monthly e-bulletin and access to all 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:-

[Lindsey Cartwright](#) on 0141 274 1141

[Innes Clark](#) on 0131 247 1181

[Alan Delaney](#) on 0131 247 1263

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