

Because employment matters

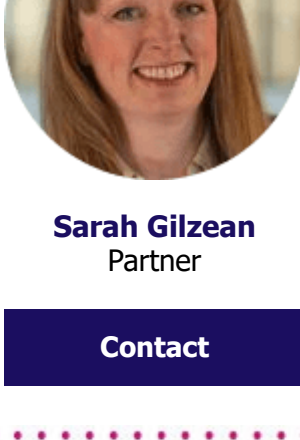
EMPLOYMENT LAW E-BULLETIN - April 2025

Welcome to our April e-bulletin. In addition to the usual April employment law updates, we have recently seen a flurry of activity in relation to the Employment Rights Bill. As such, we have given over much of this month's edition to keeping you up to date with these important developments. We also cover our usual monthly round up of employment law related news.

Our 2025/26 Employment Law Fact Card is also out this month - see below for further details.

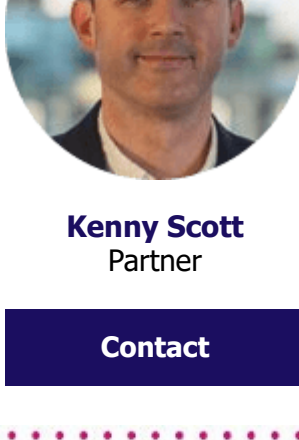
Our next Essential Employment Law Webinar is on 8 May and will look at the equality and harassment provisions contained in the Employment Rights Bill. For details on how to book for this and our other upcoming webinars see below.

MEET OUR EMPLOYMENT PARTNERS



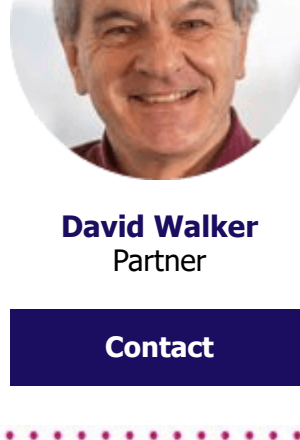
Innes Clark
Head of Employment Team

[Contact](#)



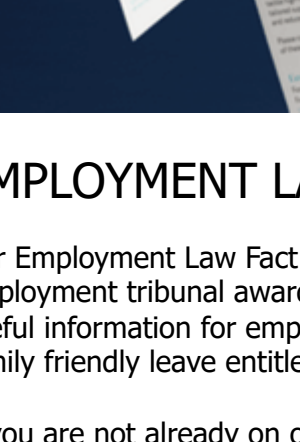
Lindsey Cartwright
Partner

[Contact](#)



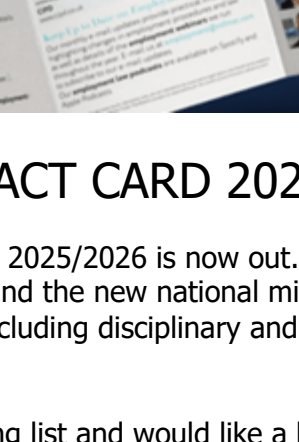
Alan Delaney
Partner

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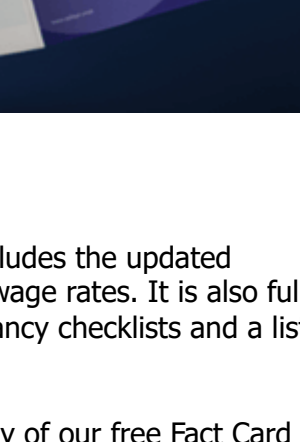
Sarah Gilzean
Partner

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Kenny Scott
Partner

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David Walker
Partner

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EMPLOYMENT LAW FACT CARD 2025/26

Our Employment Law Fact Card for 2025/2026 is now out. This includes the updated employment tribunal award limits and the new national minimum wage rates. It is also full of useful information for employers including disciplinary and redundancy checklists and a list of family friendly leave entitlements.

If you are not already on our mailing list and would like a hard copy of our free Fact Card please email us at employment@mfmac.com with your name and postal address and we will send it on to you.

[View a digital copy of our Fact Card here](#)

[Sign up for our Fact Card here](#)

EQUALITY BULLETIN

In addition to this monthly employment e-bulletin, we also send out a quarterly equality bulletin. You can read the latest edition via the link below.

[Read More](#)

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 looks at the changes to equality and harassment law expected to be brought into effect by the Employment Rights Bill. You can register for this and our other essential employment law webinars by clicking on the links below. Our webinars last for approximately 50 minutes and are free to attend.

[Employment Rights Bill: Equality & harassment](#) - 8 May 2025
[Managing risk when dealing with people issues](#) - 5 June 2025

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

Links to recordings of our recent essential employment law webinars can be accessed [here](#).

EMPLOYMENT LAW UPDATE

April 2025 employment law changes

The employment law changes that take effect this month.

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EMPLOYMENT RIGHTS BILL UPDATE

Employment Rights Bill Overview

An overview of where we are with the Employment Rights Bill and what happens next.

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EMPLOYMENT RIGHTS BILL UPDATE

Zero-hours contracts measures and agency workers

The UK government's response to the consultation on the application of zero-hours contracts measures to agency workers was published last month.

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EMPLOYMENT RIGHTS BILL UPDATE

Collective rights and modernising industrial relations

A look at the UK government's responses to recent consultations relating to collective redundancy, fire and rehire and industrial relations.

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EMPLOYMENT RIGHTS BILL UPDATE

Individual rights and enforcement

Family-friendly rights continue to evolve and new powers for the Fair Work Agency.

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ROUND UP

Employment Law Round-up

Our monthly employment law round up.

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OUR EMPLOYMENT LAW PODCASTS

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



Can an employer sue a trade union for defamation in relation to inaccurate tweets?

David Hossack and Sarah Gilzean are joined by Litigation Partner, Richard McMeeken to discuss a recent case where the interpretation of a trade union's tweets led to a defamation action being brought by the employer in the context of a workplace dispute.

[Read More](#)

Protecting workers from algorithms

David Hossack is joined by Joe Atkinson, a lecturer in employment law at the University of Southampton, to discuss a report he has co-authored calling for a new generation of rights to protect workers from the rise of "management by algorithm".

[Read More](#)



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

[Listen Now](#)

EMPLOYMENT LAW GUIDE 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 Reform Timeline](#).

EMPLOYMENT LAW SUPPORT FOR YOUR ORGANISATION

How we can help

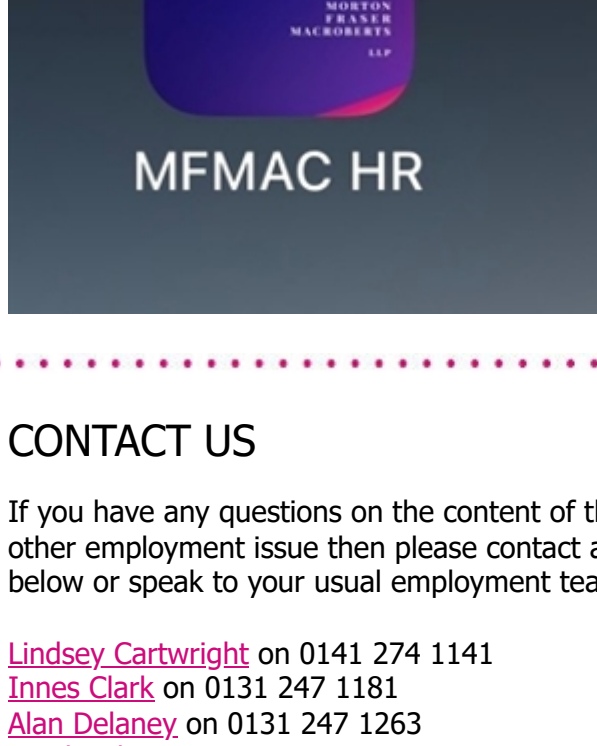
Clear employment law advice from one of the leading employment teams in Scotland.

- 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-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.



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:-

[Lindsey Cartwright](#) on 0141 274 1141
[Innes Clark](#) on 0131 247 1181
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