

Because employment matters

Chambers UK 2026 RANKED BAND 1 FOR EMPLOYMENT LAW IN CHAMBERS AND PARTNERS

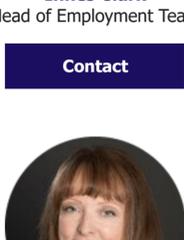
EMPLOYMENT LAW E-BULLETIN - February 2026

Welcome to the February issue of our employment ebulletin. One of the hot topics that many employers are grappling with at the moment is the use of AI in the workplace. We begin this month by considering the importance of having an AI policy in place. We also start a monthly series of articles that will keep you up to speed with the implementation of the Employment Rights Act.

The first of this month's case reports provides a timely reminder of the limits of employer discretion when awarding discretionary bonuses. Our second case comes from the Employment Appeal Tribunal and provides helpful new guidance on when collective redundancy consultation is triggered.

Our next Essential Employment Law webinar looks at managing the risks arising from the important changes to unfair dismissal law that are due to be in place from 1 January next year - scroll down to find out more.

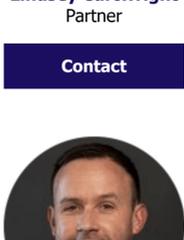
MEET OUR EMPLOYMENT PARTNERS



Innes Clark
Head of Employment Team



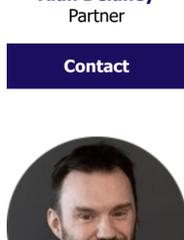
Sarah Gilzean
Partner



Lindsey Cartwright
Partner



Kenny Scott
Partner



Alan Delaney
Partner



Stuart McWilliams
Partner, Business Immigration



Sarah Gilzean
Partner



Kenny Scott
Partner



Stuart McWilliams
Partner, Business Immigration



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@mfmac.com.

ESSENTIAL EMPLOYMENT LAW WEBINARS

Join our employment law experts on 19 February for a webinar on the important changes to qualifying service and compensation for unfair dismissal claims that are due to take place on 1 January next year. We will discuss what the changes will mean for employers, the practical implications of the changes, managing the risk of uncapped claims and what steps employers should take to prepare now. To register, click on the link below.

- [Changes to unfair dismissal law – managing the risk](#) - 19 February 2026

You can also register for our March webinar below.

- [Employment Rights Act update and other April employment law changes](#) - 12 March 2026

The rest of 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 at these seminars include:

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

Our webinar in January looked at what to expect in employment law in 2026. If you missed this, you can view a recording and access the slides via the link below:

- [What to expect in employment law in 2026](#)

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

AI IN THE WORKPLACE

The importance of an AI policy in the workplace

Artificial Intelligence is becoming an established feature in many aspects of our everyday lives, including, for many, the workplace.

[Read More](#)



EMPLOYMENT RIGHTS ACT

Employment Rights Act update

Keep up to date with how the new legislation is progressing with our monthly guide.

[Read More](#)

DISCRETIONARY BONUSES

Expensive lesson in exercise of employer discretion

High Court judgment on discretionary bonus turned on governing contractual terms.

[Read More](#)



REDUNDANCY CONSULTATION

Collective consultation trigger point clarified

The EAT has provided helpful guidance on who should, and who should not, be included for the purposes of triggering collective consultation.

[Read More](#)

