

Because employment matters



RANKED BAND 1 FOR EMPLOYMENT LAW IN CHAMBERS AND PARTNERS

EMPLOYMENT LAW E-BULLETIN - December 2025

Welcome to our final Employment Law Bulletin of 2025. We begin with our annual review of a year that has seen significant developments, including in relation to the Employment Rights Bill. We also update you on where we currently are with the Bill and what happens next – including the recent surprise announcement that day one unfair dismissal rights have been abandoned.

We have highlighted two recent cases on employment status and whistleblowing – two areas that continue to cause difficulty for employers. As usual we also provide our round up of the key employment law related news.

Our Essential Employment Law webinars are taking a seasonal holiday, but will return on 15 January. Our "What to expect in employment law in 2026" webinar will cover all the latest Employment Rights Bill news, our predictions for 2026 and a chance to ask questions. Scroll down to register.

Finally, thank you for continuing to subscribe to our e-bulletin. We wish you all the very best for 2026.

MEET OUR EMPLOYMENT PARTNERS



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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 MFM contact or email innes.clark@mfmac.com.

ESSENTIAL EMPLOYMENT LAW WEBINARS

Our Essential Employment Law Webinars return on 15 January with a look at what to expect in employment law in 2026. Join our leading employment law experts looking at all the key legislative changes expected in 2026, important cases that may impact your business and recent employment tribunal trends. There will also be a chance to ask questions. You can register for this webinar by clicking on the link below.

- [What to expect in employment law in 2026 webinar](#) - 15 January 2026

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 includes:

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

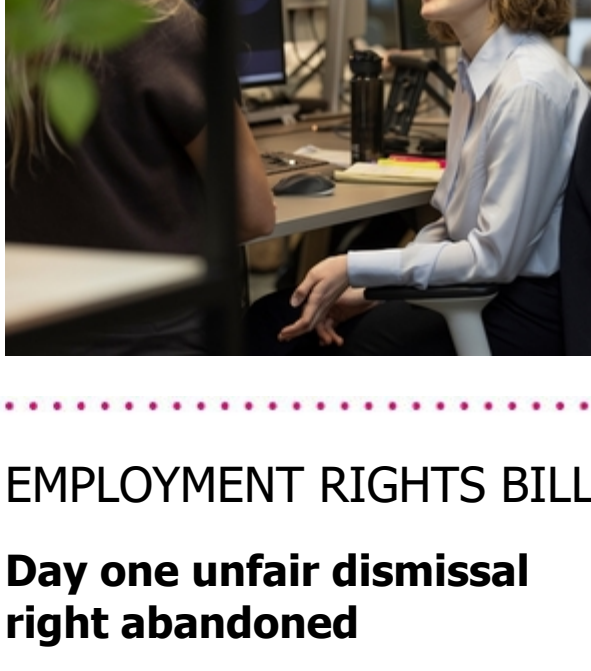
In the meantime, if you missed any of our recent Essential Employment Law webinars, links to recordings can be found [here](#).

ANNUAL REVIEW

Employment law review of the year 2025

A round-up of what happened in employment law over the past 12 months.

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EMPLOYMENT RIGHTS BILL

Day one unfair dismissal right abandoned

Change made after House of Lords continues to insist on amendments to key measures.

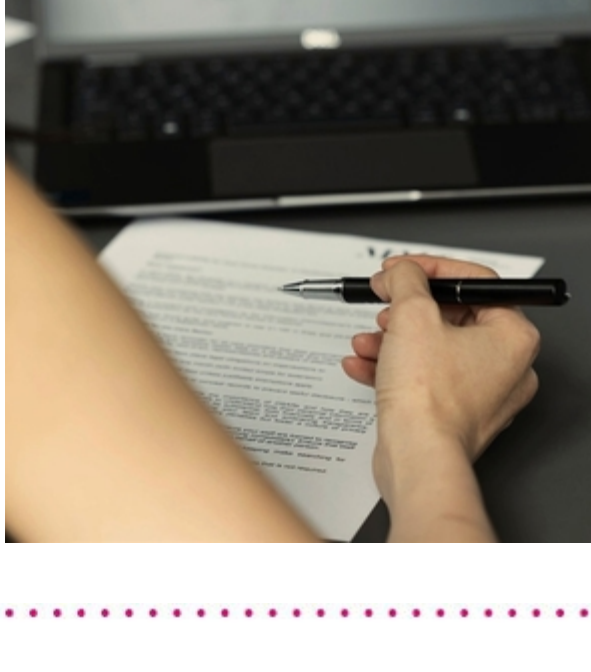
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EMPLOYMENT STATUS

Reality bites - inferences and impracticability not enough to establish employment status

Recent cases on employment status have turned on the reality of what was done on a day-to-day basis, even though that did not reflect what was set out in the relevant contracts.

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WHISTLEBLOWING

Whistleblowing - no causation, no claim

Causation can be the critical battleground upon which whistleblowing claims succeed or fail.

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NATIONAL MINIMUM WAGE

2026/27 National Minimum and Living Wage rates confirmed

Increases will take effect from 1 April 2026.

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ROUND-UP

Employment law round-up

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

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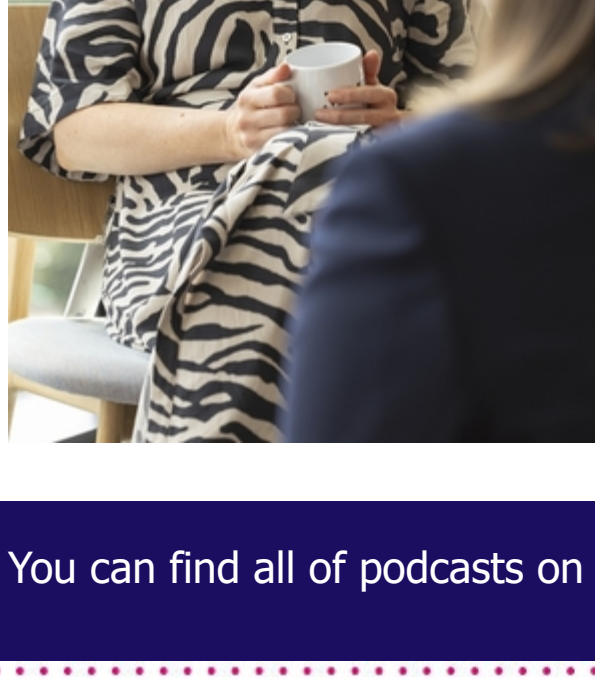
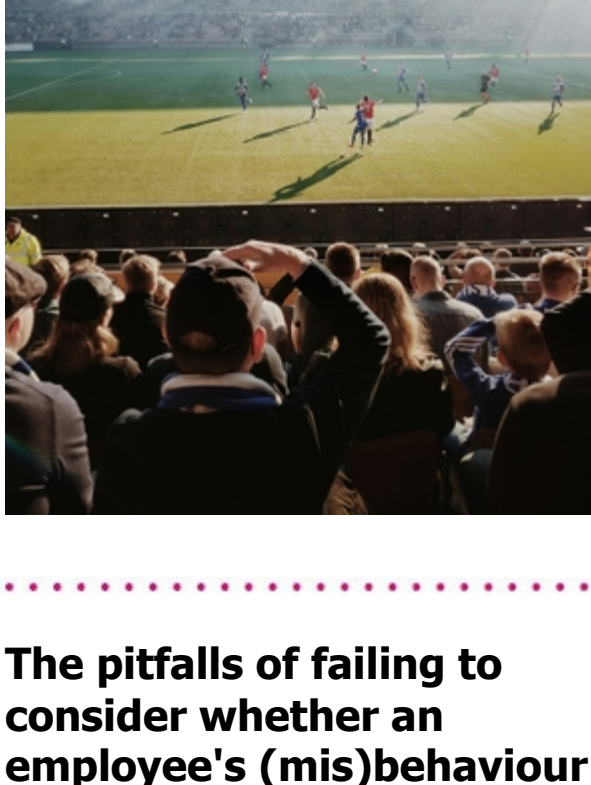
OUR EMPLOYMENT LAW PODCASTS

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

Can job applicants be rejected for supporting a rival football team?

In this podcast, [David Hossack](#) and [Fiona Meek](#) look at a recent Employment Tribunal decision which has attracted significant media attention, where an Employment Judge commented that there could be circumstances where a job applicant's support for a rival football team could provide a justifiable basis for an employer refusing to offer them a job.

[Listen Now](#)



The pitfalls of failing to consider whether an employee's (mis)behaviour could be impacted by a medical condition

In this podcast, [David Hossack](#) and [Ellen Grant](#) discuss some recent case examples which demonstrate the importance of ensuring that medical conditions are taken into consideration by employers during disciplinary investigations.

[Listen Now](#)

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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