

Because employment matters

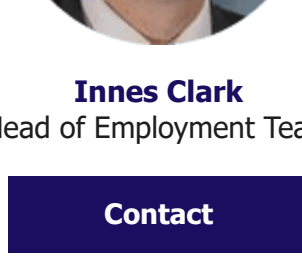
EMPLOYMENT LAW E-BULLETIN - August 2025

Welcome to our August e-bulletin. With the Houses of Parliament currently on their summer break, the Employment Rights Bill is likely to come into force in the autumn, possibly as early as next month. Some last-minute amendments were made to the Bill as it progressed through the House of Lords and we start this month with an overview of what those are. We also take a look at the recently launched review of parental leave and pay.

We cover two case reports, both cases highlight how a manager's - in one case a fairly senior manager - mishandling of an employee issue (whether intentionally or not) can be costly.

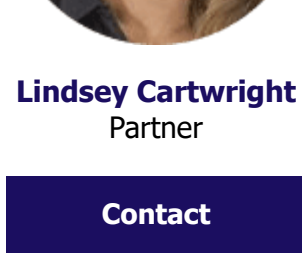
We also have details of our recent podcasts, including a very interesting one on medicinal cannabis in the workplace, and a round-up of all the latest employment law news.

MEET OUR EMPLOYMENT PARTNERS



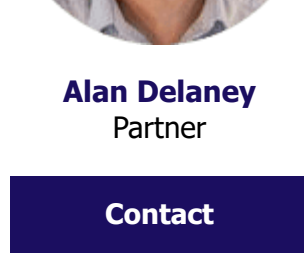
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EMPLOYMENT RIGHTS BILL: The 10 practical steps you can take now to prepare

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@mfm.com.

ESSENTIAL EMPLOYMENT LAW WEBINARS

Our essential employment law webinars return in September with an update on the Employment Rights Bill, its likely implementation timetable, and a special focus on collective consultation and trade union rights. 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.

- [Employment Rights Bill - Update, timetable, collective consultation & trade union rights](#) - 18 September 2025
- [Employment law question time - performance management and sickness absence](#) - 2 October 2025
- [Employment Rights Bill - Update, fire and re-hire and getting ready for 2026 webinar](#) - 6 November 2025
- [What to expect in employment law in 2026 webinar](#) - 15 January 2026

Feedback from recent attendees at these seminars includes:

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

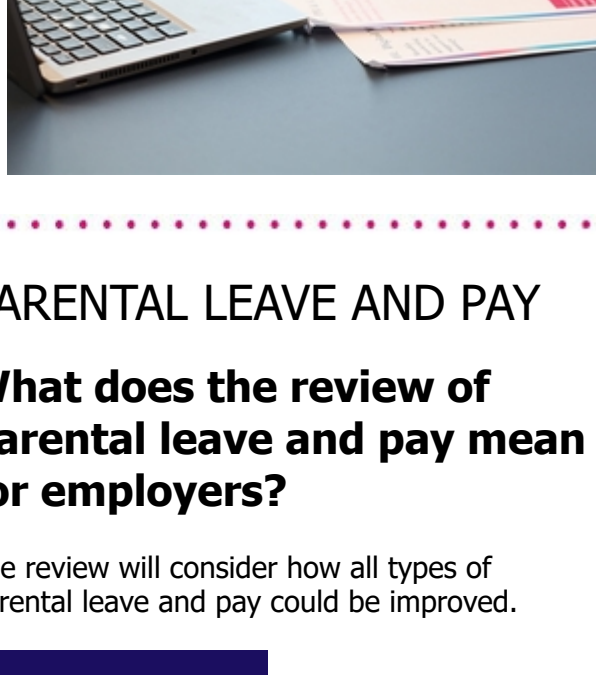
In the meantime, if you missed any of our recent Essential Employment Law webinars, links to recordings can be found [here](#).

EMPLOYMENT RIGHTS BILL

Last minute amendments made to the Employment Rights Bill

Significant UK Government backed amendments were announced in July, shortly before the summer recess.

[Read more](#)



NEURODIVERSITY IN THE WORKPLACE

The importance of leading by good example

The recent case of *James v The Venture (Wrexham) Ltd* highlights the importance of senior managers taking care when communicating with staff.

[Read more](#)

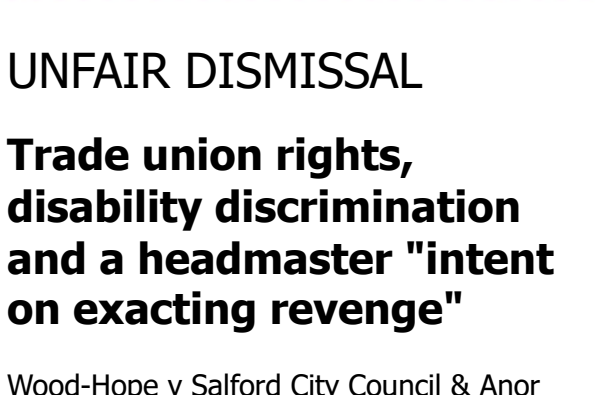


PARENTAL LEAVE AND PAY

What does the review of parental leave and pay mean for employers?

The review will consider how all types of parental leave and pay could be improved.

[Read More](#)



UNFAIR DISMISSAL

Trade union rights, disability discrimination and a headmaster "intent on exacting revenge"

Wood-Hope v Salford City Council & Anor was, for the employer, a costly lesson in what not to do.

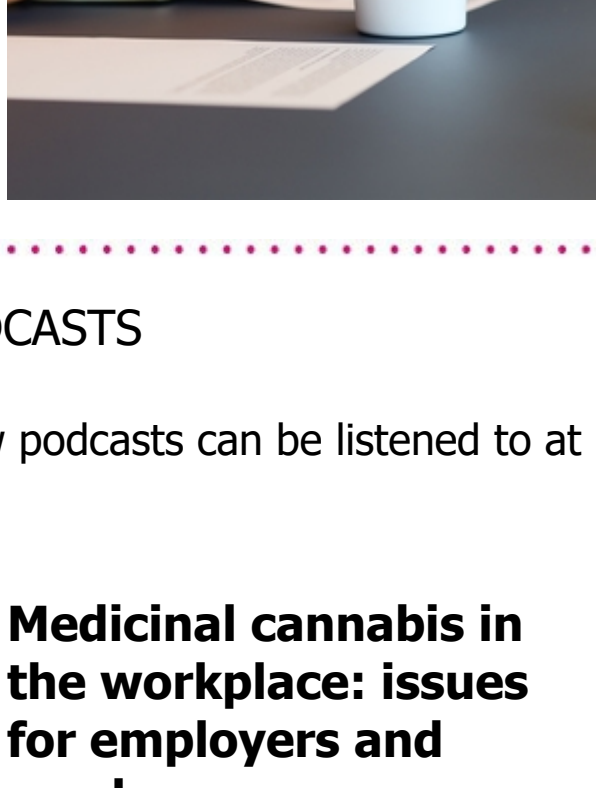
[Read more](#)

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.



Medicinal cannabis in the workplace: issues for employers and employees

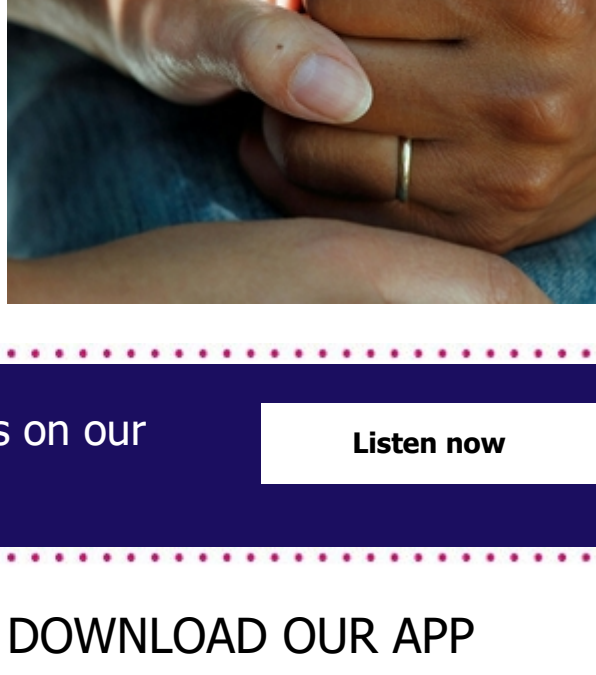
[David Hossack](#) is joined by [Andrew Gibson](#) to discuss the legal issues that arise around the use of medicinal cannabis in the workplace.

[Listen now](#)

Changes to immigration rules for care workers

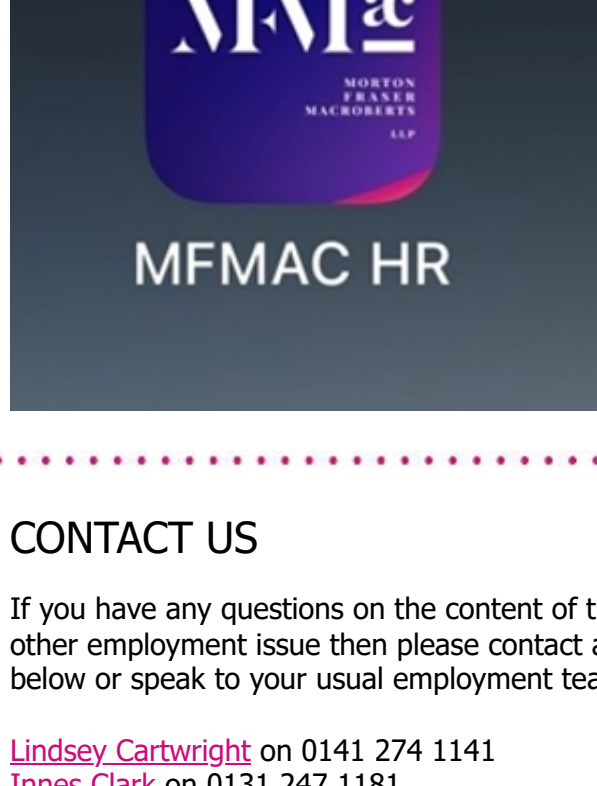
In this podcast, immigration specialist [Stuart McWilliams](#), a Partner in MFM's Healthcare team, discusses with [David Hossack](#) the recent changes to the immigration rules for care workers, how this will affect recruitment in the sector and what businesses can do to prepare for future changes.

[Listen now](#)



You can find all or latest podcasts on our [website](#).

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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:-

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