

# Because employment matters

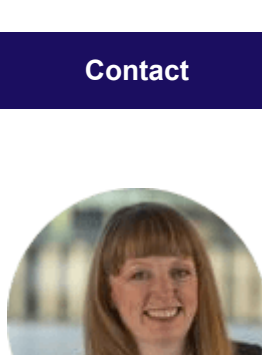
## EMPLOYMENT LAW E-BULLETIN - JULY 2024

Welcome to our July e-bulletin. With Labour winning a landslide victory in the general election we start by reiterating the key employment law changes that employers can expect to see. We also look at cases on two current hot topics: (1) the importance of starting redundancy consultation at a formative stage and (2) the effectiveness of waivers of future unidentified claims in settlement agreements. We also consider whether the remote working trend is starting to reverse as well as including our usual employment law round up.

Our Essential Employment Law Webinars are having a short summer break but you can reserve your space for our Managing Poor Performance webinar which takes place on 22 August. See below for details of this and the rest of this year's webinars.

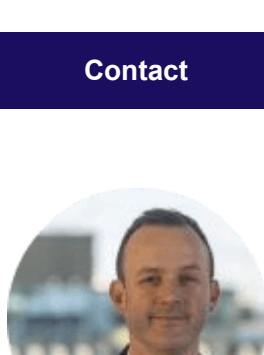
Our guest podcast this month features Grace Corby of Cloisters Chambers discussing the use of AI in employment and the proposed Artificial Intelligence (Regulation and Employment Rights) Bill. Scroll down for links to this and all our other recent podcasts.

## MEET OUR EMPLOYMENT LAW PARTNERS



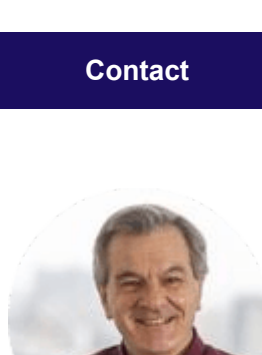
**Innes Clark**  
Head of Employment Team

Contact



**Lindsey Cartwright**  
Partner

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**Alan Delaney**  
Partner

Contact



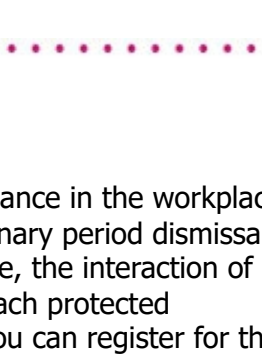
**Sarah Gilzean**  
Partner

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**Kenny Scott**  
Partner

Contact



**David Walker**  
Partner

Contact

## ESSENTIAL EMPLOYMENT LAW WEBINARS

Our next essential employment law webinar, Managing poor performance in the workplace takes place on 22 August. The webinar looks at the risks of probationary period dismissals, the performance management process a tribunal would expect to see, the interaction of disability and age with performance management and how to approach protected conversations in this scenario, as well as practical tips and a Q&A. 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.

[Managing poor performance in the workplace](#) - 22 August 2024

[Preventing sexual harassment at work: complying with the new law](#) - 19 September 2024

[Employment law question time](#) - 8 October 2024

[Employment law: menopause and menstrual health](#) - 3 December 2024

[What to expect in employment law 2025](#) - 9 January 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 "Really useful and informative. Presented at a really good pace with the right amount of detail included, pitched at the right level", "very informative and accessible", and "All the speakers were very practical as well as knowledgeable".

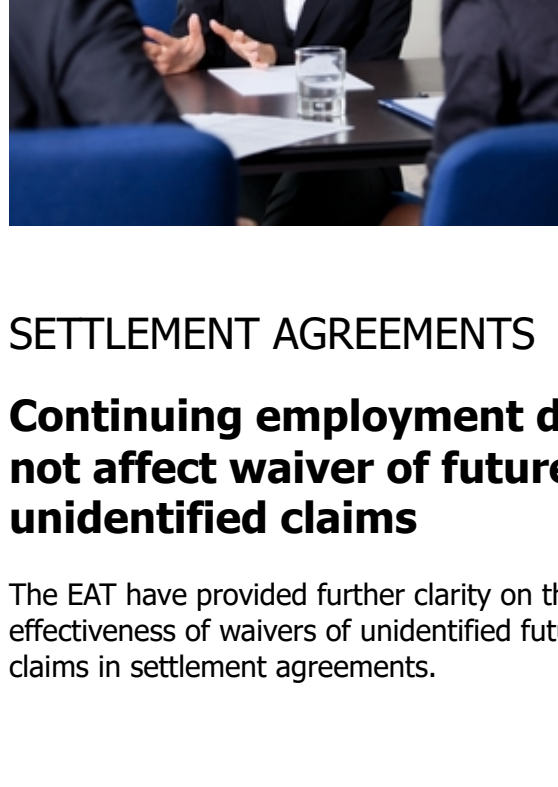
Links to our recent essential employment law webinars [can be viewed on our website](#).

## EMPLOYMENT LAW REFORM

### The new Labour Government and employment law

The result of the General Election earlier this month means that we are going to see some major employment law reform. In his article for *The Scotsman*, Head of Employment Law, Innes Clark discusses what employers can expect to see.

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## REDUNDANCY CONSULTATION

### Redundancy consultation at a "formative stage" under scrutiny again

Unless consultation takes place at a time when it can influence the outcome of a redundancy exercise, any dismissals that follow may be unfair.

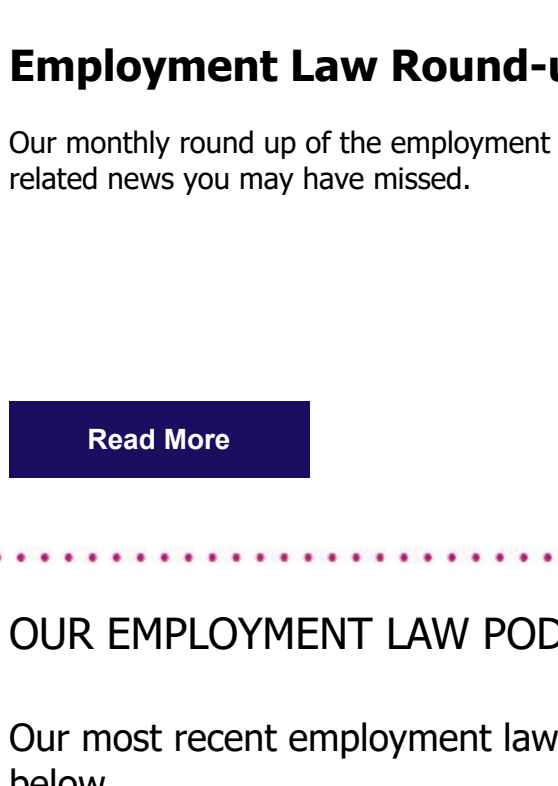
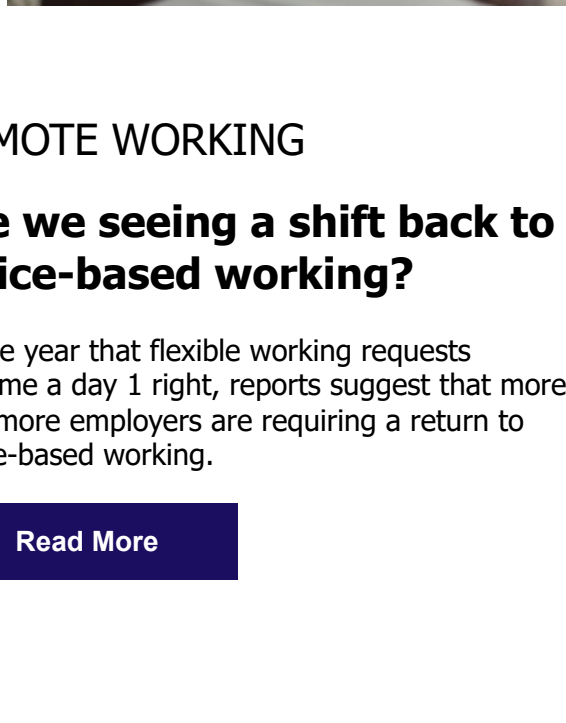
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## SETTLEMENT AGREEMENTS

### Continuing employment did not affect waiver of future unidentified claims

The EAT have provided further clarity on the effectiveness of waivers of unidentified future claims in settlement agreements.

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## REMOTE WORKING

### Are we seeing a shift back to office-based working?

In the year that flexible working requests became a day 1 right, reports suggest that more and more employers are requiring a return to office-based working.

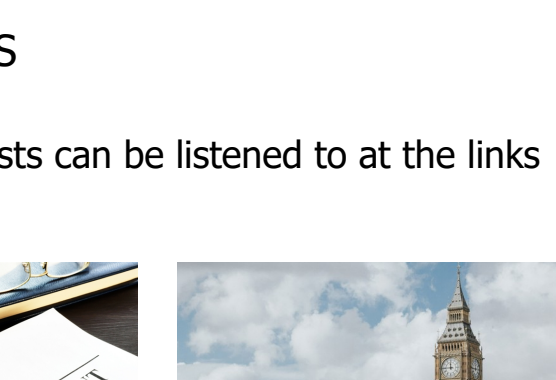
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## ROUND UP

### Employment Law Round-up

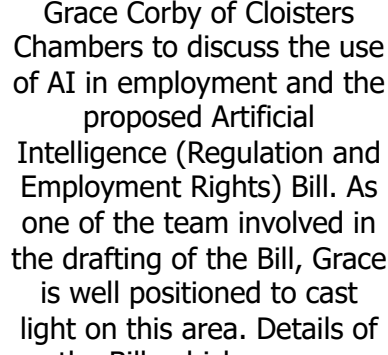
Our monthly round up of the employment law related news you may have missed.

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## OUR EMPLOYMENT LAW PODCASTS

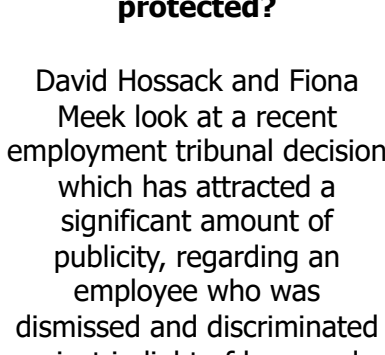
Our most recent employment law podcasts can be listened to at the links below.



### The AI Employment Bill

David Hossack is joined by Grace Corby of Cloisters Chambers to discuss the use of AI in employment and the proposed Artificial Intelligence (Regulation and Employment Rights) Bill. As one of the team involved in the drafting of the Bill, Grace is well positioned to cast light on this area. Details of the Bill, which was an outcome of a TUC taskforce, [can be found on the TUC website](#).

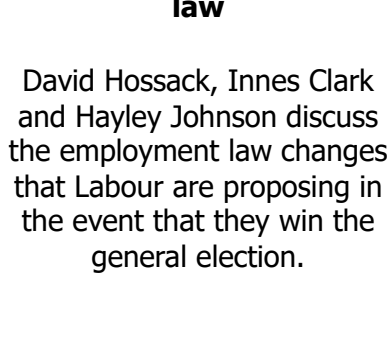
Listen



### Adams v Edinburgh Rape Crisis Centre: when are gender-critical beliefs protected?

David Hossack and Fiona Meek look at a recent employment tribunal decision which has attracted a significant amount of publicity, regarding an employee who was dismissed and discriminated against in light of her gender critical beliefs.

Listen



### General Election 2024: Labour propose major changes to employment law

David Hossack, Innes Clark and Hayley Johnson discuss the employment law changes that Labour are proposing in the event that they win the general election.

Listen

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

WEBSITE

## EMPLOYMENT LAW GUIDE

To see our Brief Guide to Employment Law in Scotland, England and Wales, [read our article](#).



## EMPLOYMENT LAW SUPPORT FOR YOUR ORGANISATION

### How we can help

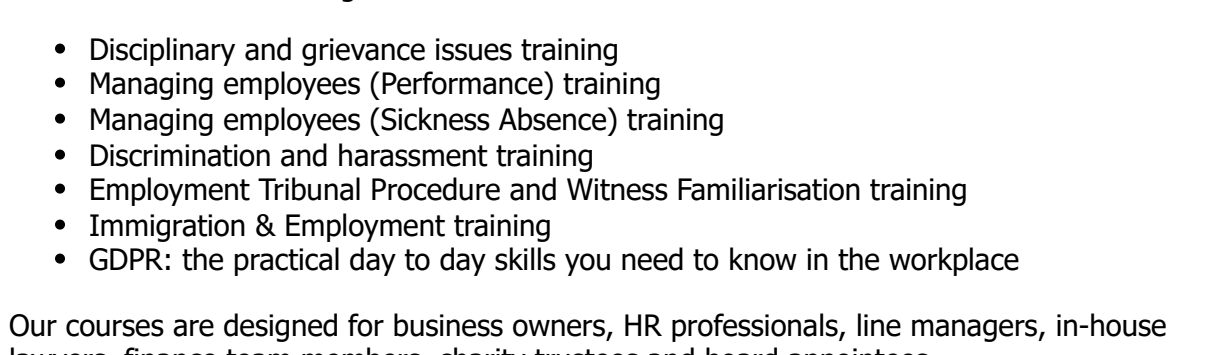
Clear employment law advice from one of the leading employment teams in Scotland.

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*Morton Fraser MacRoberts always offer practical, solutions-based advice and make complex legal matters easier to understand.*

**Chambers and Partners 2024 Edition**

Please contact [innes.clark@mfmac.com](mailto: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](mailto:innes.clark@mfmac.com) to find out more.

## 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

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