

# Because employment matters

## EMPLOYMENT LAW E-BULLETIN - February 2025

Welcome to our February e-bulletin. We start this month with a look at what to expect from the new right to neonatal leave and pay which is coming into force on 6 April. We also take a look at two recent employment tribunal decisions dealing with neurodiversity in the workplace, an issue that is increasingly coming before the employment tribunals with some very high awards being made. We will be focusing on neurodiversity in an upcoming Essential Employment Law webinar - see webinar section below for further details. Like employment law, business immigration law is a fast-changing area and this month immigration law specialist Stuart McWilliams looks at what organisations can expect in 2025.

Our next Essential Employment Law Webinar is on 6 February and looks at the day 1 rights that will be brought into force by the Employment Rights Bill with a focus on unfair dismissal. For details on how to book for this and our other upcoming webinars please see below.

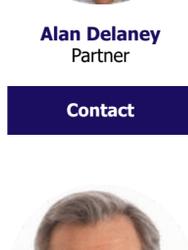
## MEET OUR EMPLOYMENT PARTNERS



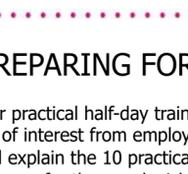
**Innes Clark**  
Head of Employment Team



**Lindsey Cartwright**  
Partner



**Alan Delaney**  
Partner



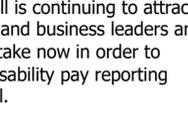
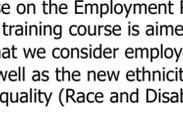
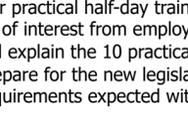
**Sarah Gilzean**  
Partner



**Kenny Scott**  
Partner



**David Walker**  
Partner



## PREPARING FOR THE BILL: TEN PRACTICAL STEPS

Our practical half-day training course on the Employment Rights Bill is continuing to attract a lot of interest from employers. This training course is aimed at HR and business leaders and will explain the 10 practical steps that we consider employers can take now in order to prepare for the new legislation, as well as the new ethnicity and disability pay reporting requirements expected within the Equality (Race and Disability) Bill.

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 the changes which will likely be introduced first.

To enquire about this training course, including cost, please get in touch with your usual MFM contact or email [innes.clark@mfm.com](mailto:innes.clark@mfm.com). We can deliver this training in-person or online for your organisation.

## ESSENTIAL EMPLOYMENT LAW WEBINARS

Our next essential employment law webinar will focus on the day 1 rights, including unfair dismissal, proposed 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 - Day 1 rights including unfair dismissal](#) - 6 February 2025
- [Neurodiversity - Autism spectrum disorder: overcoming workplace challenges](#) - 6 March 2025
- [Constructive dismissal masterclass](#) - 3 April 2025
- [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.

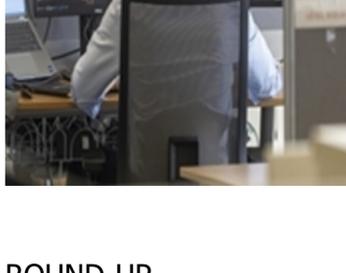
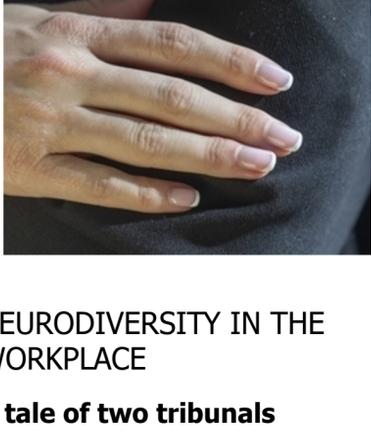
Feedback from recent attendees at these seminars include "Really useful and informative. Presented at a really good pace with the right amount of detail included, pitched at the right level", "very informative and accessible", and "All the speakers were very practical as well as knowledgeable".

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

## FAMILY FRIENDLY RIGHTS

### Neonatal leave and pay - what to expect

The regulations implementing the right to neonatal leave and pay come into force on 6 April 2025.



## NEURODIVERSITY IN THE WORKPLACE

### A tale of two tribunals

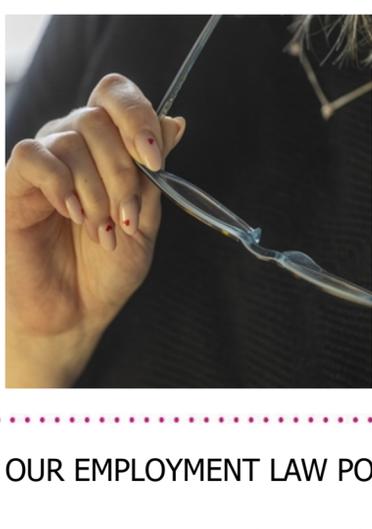
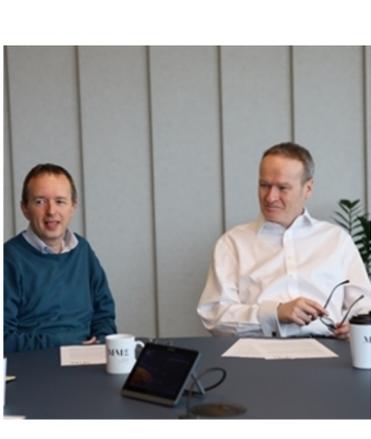
Two recent cases highlight the importance of recognising when an employee may be neurodivergent.



## ROUND-UP

### Employment Law Round-up

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



## BUSINESS IMMIGRATION

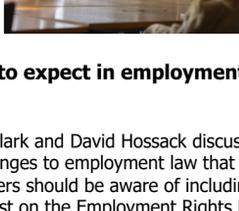
### What to expect in immigration law in 2025

A look at what to expect this year on the business immigration front.



## OUR EMPLOYMENT LAW PODCASTS

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



### What to expect in employment law 2025

Innes Clark and David Hossack discuss the key changes to employment law that employers should be aware of including all the latest on the Employment Rights Bill.



### The Employment Rights Bill - the practical steps you can take to prepare

In our latest podcast, Alan Delaney and David Hossack discuss how employers can take steps now to prepare for the significant new rights set to be introduced by the Employment Rights Bill.



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



## EMPLOYMENT LAW GUIDE AND TIMELINE

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

For details of upcoming changes in employment law, see our [Employment law 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@mfm.com](mailto:innes.clark@mfm.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:-

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