

# Because employment matters

## EMPLOYMENT LAW E-BULLETIN - December 2024

Welcome to our December e-bulletin. While the Employment Rights Bill will have a big impact over the next couple of years, there have also been many other employment law highlights in 2024, and we start this month by covering them in our annual review of the year. We also look at some important amendments that have recently been proposed to the Employment Rights Bill as well as covering what is missing from the Bill. Our case reports look at (1) the limitation of the redundancy protections for pregnant women and new mothers, (2) how common conditions such as a migraine can amount to a disability and (3) a very sensible decision from the Court of Appeal regarding "general workforce consultation" in a redundancy context.

Our 2025 Essential Employment Law Webinar series kicks off early in the new year with What to Expect in Employment Law in 2025. There is going to be a lot to talk about! For further details and a booking link - see below.

As the year comes to an end, we would like to thank you for continuing to subscribe to our e-bulletin and we wish you all the very best for 2025.

## MEET OUR EMPLOYMENT PARTNERS



**Innes Clark**  
Head of Employment Team

Contact



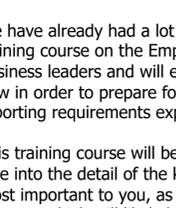
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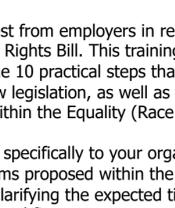
**Alan Delaney**  
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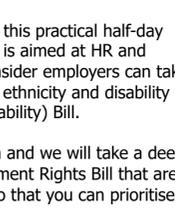
**Sarah Gilzean**  
Partner

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**Kenny Scott**  
Partner

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**David Walker**  
Partner

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## PREPARING FOR THE BILL: TEN PRACTICAL STEPS

We have already had a lot of interest from employers in relation to this practical half-day training course on the Employment Rights Bill. 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, which we can deliver in-person or online for your organisation, please get in touch with your usual MFMac contact or email [innes.clark@mfmac.com](mailto:innes.clark@mfmac.com).

## ESSENTIAL EMPLOYMENT LAW WEBINARS

Our first essential employment law webinar of 2025 will allow you to begin the new year fully up to speed with what to expect in employment law. You can register for this by clicking on the link below. Our webinars last for approximately 50 minutes and are free to attend.

[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".

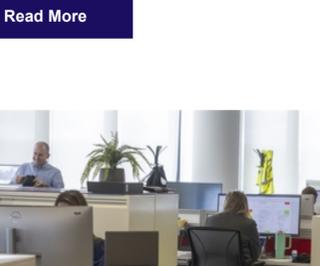
Links to recordings of our recent essential employment law webinars can be accessed [here](#).

## REVIEW 2024

### Annual review of employment law in 2024

There is so much to talk about in a year that has seen the start of what will be the biggest change to employment rights in a generation.

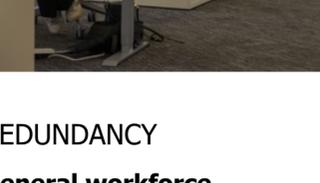
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## EMPLOYMENT RIGHTS BILL

### Important Amendments to the Employment Rights Bill

The amendments include extending the time limit for all tribunal claims from three to six months.



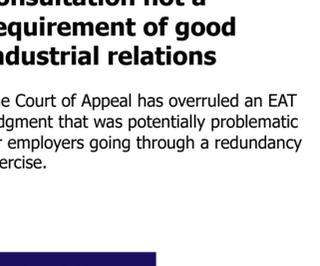
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## EMPLOYMENT RIGHTS BILL

### Employment Rights Bill - what is not included

The UK Government confirmed that the Employment Rights Bill is only the first stage - but plans are afoot for the next steps.

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## REDUNDANCY

### General workforce consultation not a requirement of good industrial relations

The Court of Appeal has overruled an EAT judgment that was potentially problematic for employers going through a redundancy exercise.

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## REDUNDANCY

### Redundancy protection for pregnant women and new mothers

The EAT has considered the limitations of the statutory protection provided to women on maternity leave.

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## DISABILITY DISCRIMINATION

### Worker suffering migraine headaches was disabled

The employment tribunal was wrong to conclude that a worker suffering from migraine was not disabled.

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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.



**What makes a belief 'protected' under the Equality Act 2010?**

David Hossack and Kerri McGaff discuss a recent case in which the Employment Appeal Tribunal considered whether "English Nationalism" could amount to a protected belief.

Listen now



**Can employers require employees to download work-related apps to their personal phone?**

In our latest Employment law podcast, Elise Turner speaks to David Hossack about a recent case in which it was found that an employee was unfairly dismissed for refusing to download a work-related app to her personal phone.

Listen now



**UK Employment Tribunal award statistics - 2023/2024**

David Hossack and Innes Clark discuss the annual UK employment tribunal award statistics, including the highest awards made.

Listen now

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

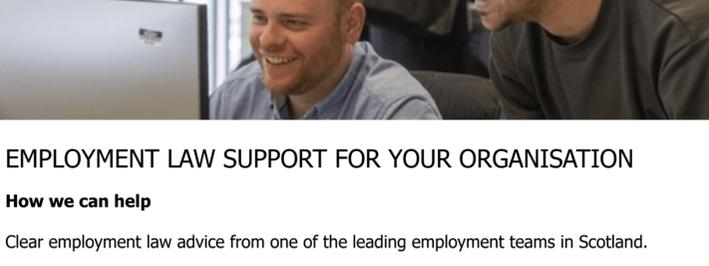
WEBSITE



## 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@mfmac.com](mailto:innes.clark@mfmac.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:-

- [Lindsey Cartwright](#) on 0141 274 1141
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- [Alan Delaney](#) on 0131 247 1263
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