

## Because employment matters

### EMPLOYMENT LAW E-BULLETIN - November 2024

Welcome to our November e-bulletin which focuses on the Employment Rights Bill. Described as a "once in a generation" overhaul of employment rights it includes 28 individual reforms and is supported by additional explanatory notes and a Next Steps policy paper. In addition to providing an overview of what the Bill includes, we look in more detail at the significant changes that employers can expect to see, as well as commenting on when these changes will come into force. We also have our usual round up of the other employment law related news which includes the latest Employment Tribunal award statistics.

We've also included details below of our new half-day training course which takes a deep dive into what is proposed by the Employment Rights Bill as well as highlighting the 10 practical steps you can take now to prepare for it.

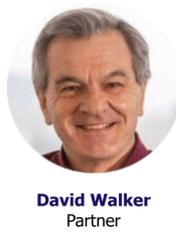
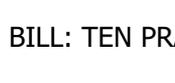
### MEET OUR EMPLOYMENT PARTNERS



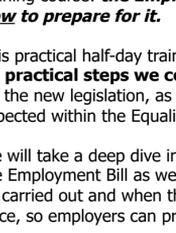
**Innes Clark**  
Head of Employment Team



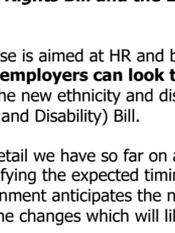
**Lindsey Cartwright**  
Partner



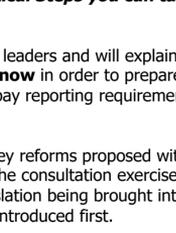
**Alan Delaney**  
Partner



**Sarah Gilzean**  
Partner



**Kenny Scott**  
Partner



**David Walker**  
Partner



### PREPARING FOR THE BILL: TEN PRACTICAL STEPS

To help you get ready for the significant changes ahead, we are delighted to launch our training course: ***the Employment Rights Bill and the 10 Practical Steps you can take now to prepare for it.***

This practical half-day training course is aimed at HR and business leaders and will explain the **10 practical steps we consider employers can look to 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.

We will take a deep dive into the detail we have so far on all the key reforms proposed within the Employment Bill as well as clarifying the expected timings on the consultation exercises to be carried out and when the Government anticipates the new legislation being brought into force, so employers can prioritise the changes which will likely be introduced first.

To enquire about this training course which we can deliver in-person for your organisation, or for further details, please get in touch with your usual Morton Fraser MacRoberts contact or one of the employment partners in the team.

### ESSENTIAL EMPLOYMENT LAW WEBINARS

Our next essential employment law webinar looks at menopause and menstrual health in the workplace. Covering issues to consider and the risk of claims arising, the webinar also considers how the Labour Government plans to strengthen protections, including via the new 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 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.

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

### EMPLOYMENT RIGHTS BILL OVERVIEW

#### Once in a generation overhaul of employment rights

The Employment Rights Bill brings forward 28 individual reforms.



#### ERB - UNFAIR DISMISSAL

##### Unfair dismissal as a day 1 right - what employers need to know

New day 1 unfair dismissal right is not quite what it seems with a 9 month statutory probationary period likely.



#### ERB - DAY 1 RIGHTS & FLEXIBLE WORKING

##### Day 1 rights appear as promised but flexible working not as billed

Bill meets expectations on day 1 rights, but the same cannot be said for changes to flexible working.



#### ERB - SECURITY OF EMPLOYMENT & ENFORCEMENT

##### Employment Rights Bill - security of employment and enforcement

Zero hours contracts remain but other provisions make their use unattractive to employers. In addition, strict limitations on "fire and re-hire" are introduced, while a new "Fair Work Agency" will enforce rights.



#### ERB - COLLECTIVE RIGHTS

##### Employment Rights Bill and Trade Unions

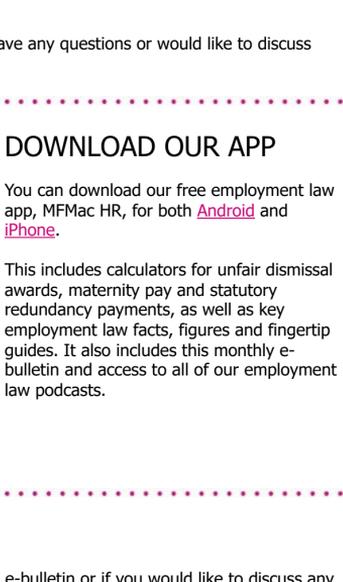
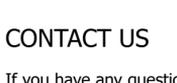
Changes included in the Bill will give unions a higher profile within workplaces.



#### ERB - CONSULTATIONS

##### Employment Rights Bill - consultations open

The first four consultations have opened and will run until early December 2024.



#### ROUND-UP

##### Employment Law Round-up

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



### OUR EMPLOYMENT LAW PODCASTS

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



#### What can employers learn from the equal pay case against Next?

In our latest employment podcast, Sarah Gilzean talks to David Hossack about the recent case against Next in which 3,500 women won their equal pay claims.



#### Supporting Disabled Workers with Hybrid Working

David Hossack speaks to Phayley Johnson about new guidance published by the Equality and Human Rights Commission on Supporting Disabled Workers with Hybrid Working arrangements.



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@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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