

Because employment matters

EMPLOYMENT LAW E-BULLETIN - March 2025

Welcome to our March e-bulletin. We start this month with a preview of the changes that will be coming into force in April, including the introduction of the new right to neonatal leave and pay. We also have a number of case reports including a highly anticipated Court of Appeal judgment dealing with conflicting beliefs in the workplace and a case that looked at whether hiding a previous dismissal for gross misconduct was an act of gross misconduct. We also cover where we are with whistleblowing, an area of the law where future reform is likely. In addition, our Business Immigration team provide an update on important changes to right to work rules.

Finally, we've also included our usual employment law round up as well as links to our recent podcasts.

Our next Essential Employment Law Webinar is on 3 April and looks at the often misunderstood concept of constructive dismissal. For details on how to book this and our other webinars see below.

MEET OUR EMPLOYMENT PARTNERS



Innes Clark
Head of Employment Team

[Contact](#)



Lindsey Cartwright
Partner

[Contact](#)



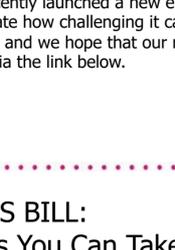
Alan Delaney
Partner

[Contact](#)



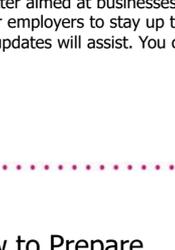
Sarah Gilzean
Partner

[Contact](#)



Kenny Scott
Partner

[Contact](#)



David Walker
Partner

[Contact](#)

BUSINESS IMMIGRATION BULLETIN

Our Business Immigration team recently launched a new e-newsletter aimed at businesses sponsoring work visas. We appreciate how challenging it can be for employers to stay up to date with the Home Office changes and we hope that our regular updates will assist. You can see the latest edition and sign up via the link below.

[Read More](#)

EMPLOYMENT RIGHTS BILL: The 10 Practical Steps You Can Take Now to Prepare

We are very much enjoying running this training course for employers and we have had some great discussions in relation to the impact the Employment Rights Bill will have on them. 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&C contact or email innes.clark@mfmac.com.

ESSENTIAL EMPLOYMENT LAW WEBINARS

Our next essential employment law webinar looks at constructive dismissal, explaining what it is, practical tips and traps to avoid. 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.

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

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

EMPLOYMENT LAW UPDATE

April 2025 employment law changes

A preview of the employment law changes that will take effect in April 2025.

[Read More](#)



CASE REPORT

Court of Appeal finds dismissal for "unwise" Facebook posts to be discriminatory

Higgs v Farmor's School is one of the most anticipated judgments of 2025.

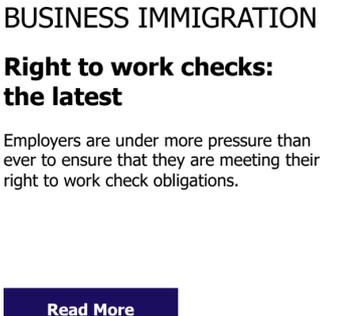
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UNFAIR DISMISSAL

Is hiding prior gross misconduct an act of gross misconduct?

The claimant did not admit an earlier dismissal in his job application.

[Read More](#)

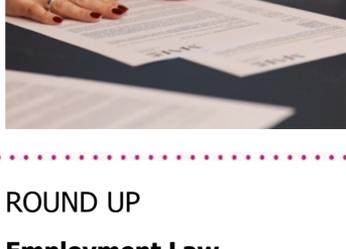


WHISTLEBLOWING

Whistleblowing update: where are we now?

The current whistleblowing regime has been under scrutiny for some time.

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CASE REPORT

Tribunal finds two-year backstop on unlawful deduction from wages claims unlawful

This Employment Tribunal decision may lead to higher liabilities for employers but the judgment may well be appealed.

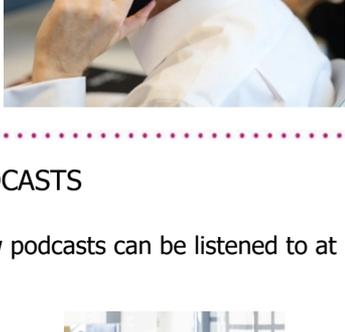
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ROUND UP

Employment Law Round-Up: March 2025

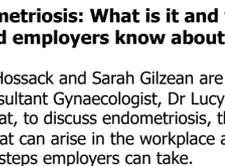
Our monthly round up of the employment law related news you may have missed.

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OUR EMPLOYMENT LAW PODCASTS

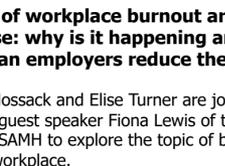
Our most recent employment law podcasts can be listened to at the links below.



Endometriosis: What is it and what should employers know about it?

David Hossack and Sarah Gilzean are joined by Consultant Gynaecologist, Dr Lucy Saraswat, to discuss endometriosis, the legal risks that can arise in the workplace and the simple steps employers can take.

[Listen now](#)



Cases of workplace burnout are on the rise: why is it happening and how can employers reduce the risk?

David Hossack and Elise Turner are joined by special guest speaker Fiona Lewis of the charity SAMH to explore the topic of burnout in the workplace.

[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 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, MFM&C 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
[Innes Clark](#) on 0131 247 1181
[Alan Delaney](#) on 0131 247 1167
[Sarah Gilzean](#) on 0131 247 1263
[Kenny Scott](#) on 0131 248 2255
[David Walker](#) on 0141 274 1146