What does the Queen’s Speech mean for employment law?

The 2021 Queen’s Speech was delivered on 11 May 2021. In this briefing, we take stock of what it had to say about employment law reform.

Was it direct sex discrimination to withhold an allowance during maternity leave?

In Commissioner of the City of London Police v Geldart the Court of Appeal held that an employer did not discriminate against a female employee when it mistakenly withheld an allowance during her maternity leave.

Was it automatically unfair to dismiss an employee for upset and friction caused as

a result of him carrying out health and safety duties?

In Sinclair v Trackwork Ltd the Employment Appeal Tribunal (EAT) determined that it was unfair to dismiss an employee who caused friction in the workforce as a result of the way he undertook mandatory health and safety activities.

Employer cannot cure a fundamental breach of contract once committed

In the recent constructive unfair dismissal case of Flatman v Essex County Council, the Employment Appeal Tribunal (EAT) held that a tribunal misapplied the law by failing to identify whether a fundamental breach of contract occurred at any point up to the employee's resignation.

Gareth Brahams will be speaking at the ELA annual conference

Following BDBF's recent win in the EAT, Gareth Brahams will be speaking at the ELA annual conference on 14 June alongside

James Laddie QC