Withholding company sick pay from employee suspected of malingering was a fundamental breach of contract

In Singh v Metroline West Limited the Employment Appeal Tribunal decided that an employer had committed a fundamental breach of contract when it withheld company sick pay from an employee suspected of malingering.

Acas Code applied to discriminatory sham redundancy dismissal

In the recent case of Coulson v Rentplus Ltd, the Employment Appeal Tribunal upheld a decision that the Acas Code of Practice on Disciplinary and Grievance Procedures applied to a sham redundancy dismissal that was tainted by discrimination.

Failure to provide adequate

breastfeeding facilities was harassment related to sex

An Employment Tribunal has held that a woman suffered harassment related to sex when her employer failed to provide a private room for her to express breastmilk while at work.

Employment Tribunal decides that long Covid may amount to a disability

In Burke v Turning Point Scotland an Employment Tribunal decided that an employee who had suffered with Covid symptoms for around nine months was disabled and could proceed with a disability discrimination claim.

The Government and employment law reform: all talk and no action?

Despite the fact most of the Government’s promised employment law reforms have been kicked into the long grass, the appetite to talk about reform in this area shows no sign of let up. In this briefing, we discuss the latest proposals.