

# **Proportionality and data subject access requests**

An employer must only conduct a proportionate search, and give a proportionate response, to data subject access requests it receives.

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## **At what point does a notice sent by post take effect?**

Notice of termination of employment sent by post will take effect once the recipient has personally taken delivery of the letter.

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## **Wrongly advertising an apprenticeship is now an offence**

It is now an offence for a training provider to use the word 'apprenticeship' to refer to an arrangement which is not a statutory apprenticeship.

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# **Poor attitudes to organisational change can be gross misconduct**

An employee's poor attitude towards organisational changes within their employer's business could amount to gross misconduct.

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# **Employers must now pay Immigration Skills Charge**

Employers must now pay an Immigration Skills Charge of up to £1,000 per year for each skilled migrant they employ.

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# **No need to prove reason for disadvantage in indirect discrimination**

In order to successfully establish indirect discrimination, claimants do not have to prove the reason why a practice puts their group at a particular disadvantage.

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## **British Gas refused permission to appeal on holiday pay case**

British Gas has been refused permission to appeal to the Supreme Court over a decision that holiday pay must include results-based commission.

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## **Employer given £2 in damages for misuse of confidential information**

An employer has been awarded only £2 for its former employees' breaches of their confidentiality duties, rather than the £15 million it claimed.

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## **5 top tips for employers following 'gig economy' cases**

Employment status and the 'gig economy' have made press headlines recently. Samantha Prosser discusses her top tips to addressing employers' concerns.

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# **Government responds to pregnancy and maternity discrimination report**

The Government has responded to the Women and Equalities Committee's report on pregnancy and maternity discrimination in the workplace.

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# **Refusal to permit a 5-week holiday was not religious discrimination**

The refusal of a Catholic employee's 5-week holiday to attend religious festivals was not indirect religious discrimination.

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# **Whistleblowers must identify the legal obligation alleged to be breached**

A whistleblower disclosing potential wrongdoing must express a reasonable belief that an identifiable legal obligation has

been (or will be) breached.