

Webinar: 10 things for employers to know about in 2021

Join our lunchtime webinar on 25 January 2021 when we will survey the big changes in employment law coming up in 2021, including reforms to recruitment practices, employment contracts, settlement agreements and family-friendly rights.

Getting ready for employment law reform in 2021: 10 things employers really need to know

It's been said that death and taxes are the only certainties in life, but employers may wish to add a third – changes to employment law.

BDBF'S 2021 Employment Law Tracker

Our tracker highlights new domestic and EU legislation, key Private Members' Bills and Government consultations for legislative reform.

Reflecting on employment law cases and developments in 2020

Dealing with the impact of the Covid-19 pandemic on the workforce has held the top spot on the HR to-do list for most of 2020.

Government announces new consultation on restrictive covenants

Does the current law on non-compete clauses stifle the creation of start-ups? And should the law be changed?

The Coronavirus Job Retention Scheme from 1 November 2020 onwards – a guide for

employers

This is BDBF's guide to how the third phase of the Coronavirus Job Retention Scheme (i.e. furlough) will operate between 1 November 2020 and 31 January 2021.

Collective redundancies: new ECJ ruling on how to calculate numbers of redundancies

If employers are proposing to make more than 20 people from a single establishment redundant within a 90-day period, they have to go through onerous collective consultation procedures. But when does the 90-day reference period start and end?

A strategy for dealing with informal complaints of bullying

The Home Secretary, Priti Patel, has avoided being sanctioned for bullying on the grounds that no formal complaints were made against her at the time and she was unaware of the impact of her behaviour.

Company was entitled to terminate its relationship with a contractor without giving notice despite being in breach of contract itself

A recent High Court decision demonstrates that where a Company has breached the express or implied terms of the contract, if the response or reaction from the other party itself amounts to a breach, the Company may still be able to rely on the other party's breach and terminate the contract with immediate effect.

What does a second national lockdown mean for employers?

On 31 October 2020, the Prime Minister announced a second national lockdown across England starting on Thursday, 5 November 2020. In this briefing, we outline the consequences of the new "stay at home" guidance for employers and the one-month extension to the furlough scheme.

Job Support Scheme: expansion of the scheme and further details released

Last month we reported on the new wage subsidy scheme designed to replace the Coronavirus Job Retention Scheme (i.e. furlough) from 1 November 2020. With further restrictions imposed on businesses under the new coronavirus alert levels, the Chancellor has been forced to revise and expand the scheme. In addition, further details of how the scheme will operate have been released.

New Bill gives employees the right to know colleagues' salaries and expands pay reporting obligations

A new Bill seeking to increase transparency in the field of equal pay and expand pay reporting obligations to smaller organisations has begun its passage through Parliament. In this briefing we bring you up to date with what is proposed.