

No retrospective application of legal privilege to a grievance investigation report

In *University of Dundee v Chakraborty*, the EAT held that legal advice privilege could not be applied retrospectively to the original version of a grievance investigation report where it had been amended afterwards by the Respondent's legal advisors.

ACAS publishes new guidance for employers on suspension

The Advisory, Conciliation and Arbitration Service (ACAS) has published new guidance for employers on how to handle staff suspensions. In particular, it focuses on suspension during investigations.

Promises of flexibility, childcare reform and better

parental leave – trick or treat?

Tomorrow, on Saturday 29 October 2022, March of the Mummies will take place at various cities across the UK. As demonstrators take to the streets to raise awareness of parental rights, we consider how employers might take stock of their own internal policies.

Be prepared to adjust: making reasonable adjustments for dyslexic workers

Did you know that approximately 6.3 million people in the UK suffer from dyslexia? With around 10% of the population affected, it is important for employers to understand what obligations they have, if any, towards dyslexic workers.

BDBF top ranked again by Chambers UK in their 2023 guide

We are pleased to announce that BDBF has again been top ranked by Chambers UK in their 2023 Guide.

Christmas parties and avoiding the HR hangover – Lunchtime Webinar

The Christmas Party season is just around the corner and after years of Covid restrictions your staff may be raring to let off steam. Yet the heady mix of high spirits and free-flowing alcohol can leave employers with an HR hangover.

BDBF RANKED AGAIN AS A TOP TIER FIRM BY THE LEGAL 500 UK 2023

We are pleased to announce that we have again been ranked as a top tier firm by Legal 500 for 2023.

BDBF Associate, Melvyna Mumunie, will be

participating in a panel discussion for the International Association of Women

Melvyna Mumunie, will be participating in a panel discussion for the International Association of Women on 13 October 2022

Countdown to a bonfire of employment rights?

On 22 September 2022, the Government published the Retained EU Law (Revocation and Reform) Bill.

BDBF's Amanda Steadman to feature on Stella for Work 'Menopause in the Workplace' – LinkedIn Live

Join BDBF's Principal Knowledge Lawyer, Amanda Steadman for "The risks of not supporting employees through menopause" – a LinkedIn live interview with Stella for Work.

What does the Chancellor's "mini budget" mean for employers?

On 23 September 2022, the Chancellor of the Exchequer, Kwasi Kwarteng, delivered the Autumn Statement – dubbed the “mini budget” – to Parliament.

EAT rules that persistent lateness of even a few minutes is misconduct that may justify dismissal

The EAT has upheld a Tribunal's decision that it was fair to dismiss an employee for being persistently late to work, even though sometimes this was by just two or three minutes.