Reluctant returners: is a worker’s belief that he or she needs to avoid catching COVID-19 protected from discrimination?

In the case of X v Y, an Employment Tribunal decided that a claimant’s fear of catching COVID-19, and her belief that she needed to protect herself and her partner from catching it, was not a protected belief for the purposes of discrimination legislation.

Dismissal of employee who brought numerous “frivolous and vexatious” grievances was fair

In the case of Hope v British Medical Association the Employment Appeal Tribunal upheld a decision that it had been fair to dismiss an employee who raised multiple informal grievances and refused to progress them or attend a grievance hearing.

Is it discriminatory to retract a secondment offer made to a disabled employee on health and safety grounds?

In Judd v Cabinet Office the Employment Appeal Tribunal upheld a decision that the withdrawal of an overseas secondment opportunity on health and safety grounds was not disability discrimination.

NEGOTIATING SENIOR EXECUTIVE CONTRACTS – PITFALLS AND TIPS

With bonus season behind us and the Great Resignation in full swing, many people are beginning to rethink their career or plan their next job move. Clients often ask us: “how do I negotiate my contract?” or “can I negotiate my contract?”

Changing jobs? Tread softly on LinkedIn

As the Government’s pandemic restrictions are relaxed, BDBF’s Nick Wilcox writes in the Times about the perils of employees using social media to announce their new roles

BDBF’S Webinar: What do employers need to know about in 2022?

On 25 January 2022, we held a webinar looking at what employers needed to know about in 2022. Here you can access the recording of that webinar, together with the slide presentation used on the day.

What’s in store for employers in 2022?

Employment law never stops – and 2022 looks like it will be no exception. Our detailed employment law tracker will provide you with an at-a-glance guide to all of these changes and more…

Blue Monday: 5 Tips for Happiness and Wellbeing While

WFH this Winter

For those unfamiliar with this turn-of-phrase, “Blue Monday” is commonly considered the saddest day of the year. It’s been long enough since December for Christmas cheer to have worn off, yet there is little prospect of Winter’s dark and cold grasp loosening any time soon.

Look both ways before you cross the road: top tips for senior executives thinking of changing roles in 2022

It’s the start of another year and thoughts naturally turn to the new challenges and adventures that lie ahead – including in the world of work. You may be thinking about looking for a new role, or perhaps a job offer is already on the horizon.

What do employers need to know about in 2022?

Join our lunchtime webinar on 25 January 2022 when we will survey the key issues for employers in 2022.

What does Plan B mean for office-based employers?

In this briefing we round up the Plan B contingency measures to be adopted in the fight against the Omicron variant and assess what the latest “work from home” guidance really means for office-based employers.

A cautionary tale for all those dealing with flexible working requests

A delay in hearing an appeal against a refusal to permit an employee to work flexibly left an employer facing an Employment Tribunal claim. Find out what happened and learn how not to make the same mistakes.