BDBF’s Top 5 from 2023

2023 brought numerous updates to the UK employment law landscape. From changes highlighting a clear focus on promoting a healthy work-life balance, to better redundancy protection. It can be hard to keep track, especially with the Government showing no signs of slowing down with numerous further changes to employment law on the horizon.

So, if you missed them the first time around, here’s a look back at BDBF’s top 5 most-read articles of 2023.

1. **Employee unfairly dismissed for refusing to put work app on her personal phone**

In this case, an Employment Tribunal ruled that a journalist was unfairly dismissed for refusing to install an “intrusive” work-related app on her personal phone, which would have left her unable to separate her work and home life. We considered the learning points for employers to note.

2. **New law offering greater protection in redundancy processes during pregnancy and after return from family leave**

The Protection from Redundancy (Pregnancy and Family Leave) Act 2023 which came into force on 24 July 2023 granted

employees who are pregnant or returning from certain types of family leave priority status for redeployment opportunities in a redundancy situation. In this briefing, we explained the new rights, the background behind them and what steps employers need to consider taking.

3. **Data subject access requests: two opinions on the scope of the right**

Two new opinions concerning the scope of data subject access requests under the GDPR were handed down by advisors to the judges of the European Court of Justice. We considered the implications for employers.

4. **Israel-Gaza conflict: what rights do employees have to express their views on social media and what can employers do to manage risk?**

We considered why the expression of views on the Israel-Gaza conflict by employees on social media may be problematic and what steps employers may take to manage the risk.

5. **New law passed which will shake up flexible working regime**

On 20 July 2023, the Employment Relations (Flexible Working) Act 2023 received Royal Assent and became law. The Act made a number of changes to the flexible working regime and allowed employees to make flexible working requests more easily. In this briefing, we summarised these changes and noted the steps employers should be taking.

BDBF is a law firm based at Bank in the City of London specialising in employment law. If you would like to discuss any issues relating to the content of these articles, please email info@bdbf.co.uk or your usual BDBF contact.