

Dismissal: Shaping New Developments into  
Solution-Focused Answers for Scottish Employers  
16 November 2022



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# Chair's Introduction

Blackadders



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**@white\_paper\_co**  
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**#WPHR**

Like this page or we'll fire the  
person who runs it.



## HR Update

“WFH/hybrid working”

Office for National Statistics classified “home workers” as anyone who reported their main place of work as home.



My home-working colleague...

Oct-Dec 2019 – 10.1% of the workforce were “home workers” (Scotland)

Jan-Mar 2022 – 30.2% of the workforce were “home workers” (Scotland)

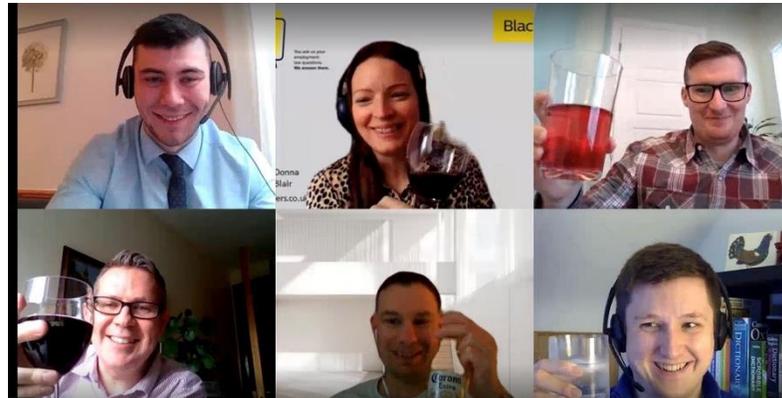
Oct 2022 – 84% of “home workers” prefer a hybrid working model (Scotland)

## HR Update (cont)

“Teams/Zoom/CVP hearings”

Teams 9am call

“You’re on mute”



Courts & Tribunals Judiciary: A road map for 2022/23

Unpaid wages, notice, holiday, redundancy pay – CVP

Unfair dismissal – CVP/in-person

Discrimination, whistleblowing – in-person

## HR Update (cont)

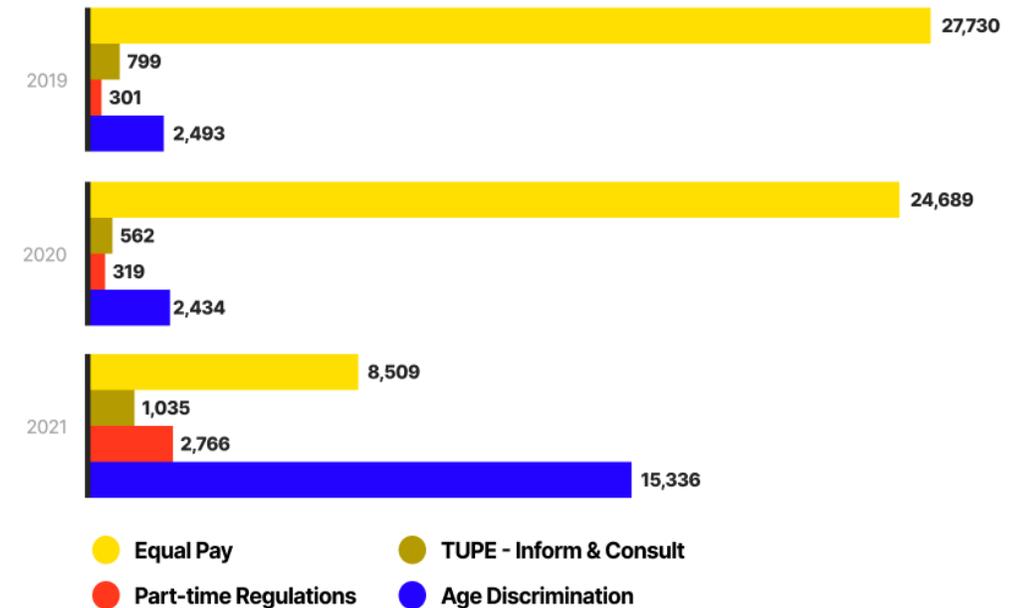
“Mental health, wellbeing, emphasis on menopause”

HM Courts & Tribunal Service stats:

Equal Pay claims are down substantially...

Age discrimination claims are on the up...

23 claims citing menopause in 2021



HR Update (cont)

HR  
HERO

#WPHR

## Concluding comments

#NationalFastFoodDay

For  mind

And to navigate that HR 

 forget to  your managers

 with revising your policies

  proactive (ie cut out the  )

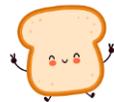
And don't sacra  policies for difficult conversations...

## Concluding comments (cont)



advantage of your employment lawyers

Remember that you're all  er



hell or high water,

Being awesome is all in a day's  !

Keep calm and  on

HR = HERO

