

PAYNE HICKS BEACH



IN CASE: Employment Law Newsletter

Our quarterly review this month looks at an array of recent cases and considers a broad spectrum of topical issues of relevance to business owners, senior executives and HR Professionals.



The General Election and the impact on Employment Law

DOMONIQUE MCRAE

Domonique McRae, Senior Associate in Employment at Payne Hicks Beach, evaluates the proposed employment policies in the Labour, Conservative, and Liberal Democrat party manifestos ahead of the General Election. For detailed insights or preparation advice amid potential changes.

[Read more](#)



Case Report - Ms M Ospina Cadavid v Zing Environments Ltd

JAMES TOWNSEND

James Townsend, Partner, successfully defended Zing Environments Ltd against Ms. Ospina Cadavid's claims of unfair dismissal, wrongful dismissal, and breach of contract. The Tribunal dismissed her case, upheld Zing's counterclaim, and awarded £12,125.30 in damages to Zing.

[Read more](#)



Key Issues in Redundancy and Early Consultation

NAOMI LATHAM AND ELIZABETH COYLE

Naomi and Elizabeth emphasise that starting redundancy consultations early, when proposals are forming, is crucial. This approach allows employees a meaningful opportunity to influence outcomes and potentially prevent dismissals. The recent case of *De Bank Haycocks v ADP RPO UK Ltd* underscores that delayed consultation risks unfair dismissal findings, even if other aspects of the process are fair. Employers should prioritise robust, timely consultation to mitigate legal and reputational risks.

[Read more](#)



Case Report: Steven Anderson v P.J. Carey (Contractors) Limited

JAMES TOWNSEND

James Townsend, led the successful defence of P.J. Carey (Contractors) Limited in a disability discrimination case. Anderson, a groundworker, claimed discrimination due to his ADHD, but the tribunal found he did not prove he was disabled at the relevant time. The case was dismissed at the preliminary hearing, emphasising the overlap of symptoms between ADHD and long-term cannabis use.

[Read more](#)

Guest Feature from our Defence & Investigations specialists.



Financial Crime in the Manifestos

MARK JONES & HENRY WATKINSON

Mark Jones, Defence & Investigations Partner, and Henry Watkinson, Associate at Payne Hicks Beach comment on the proposed policies on financial crime in the manifestos from the Labour and Conservative parties. When it comes to combating financial crime; who might we be better off with?

[Read more](#)

Latest Insights



Might we see a new Employment Rights Bill in the near future?

We take a look at what was said, by whom at the Labour Party Conference.

[Read more](#)

In The Media



How can UK employers support staff with long covid? James Townsend for IEL

JAMES TOWNSEND

James Townsend spoke to International Employment Lawyer this week about the often controversial topic of how and when employers are obligated to support staff with long Covid – a condition that could be legally considered to be a disability in the UK.

[Read more](#)



The cost of justice?

JAMES TOWNSEND

James Townsend gave his view on the government's proposal to reintroduce fees for claims brought in the Employment Tribunal in Catherine Baksi's article for the Law Society Gazette, 'Occupational Hazards'.

[Read more](#)

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