

Monday Morning Dispatch

YOUR WEEKLY EMPLOYMENT LAW NEWSLETTER FROM CHADWICK LAWRENCE

Coming
up this
week...

- Sam & Nils share an update on modern slavery reporting and discuss a third party sexual harassment case involving misogyny in professional environments.
- Daniel examines the options available to an employer dealing with the exit of a key employee.
- In the news, we take a look at a case which highlights the importance of process in performance dismissals, even when they are underperforming.
- Register for our events and seminars below!

The Legal Alternative Podcast



17. Modern Slavery Reporting Template & Third Party Sexual Harassment Case at a Car Dealership

This week, Sam & Nils discuss significant updates in modern slavery reporting, and a tribunal case involving third party sexual harassment, highlighting the implications of covert recordings in the workplace. They explore the importance of compliance with legal standards and reflect on the ongoing issues of misogyny and harassment in professional environments.

[Link to the case](#)



🌐 17. Modern Slavery Reporting Template & Third Part...

The Media Hub



My key employee has resigned - what now?

In this video, we examine the options available to an employer dealing with the exit of a key employee, from the perspective of notice periods. We review the pros and cons of keeping an employee in work, placing the employee on garden leave or paying in lieu of notice.

🌐 My key employee has resigned - what now?



In the News



Case Update: Why Process Matters in Performance Dismissals

A recent tribunal case, *Briggs v The Trustees of the National Museums of Scotland*, is a useful reminder that even where an employee's performance is clearly below standard, employers must still follow their own procedures carefully when moving towards dismissal.



Background

Ms Briggs had worked as a Digital Media Content Producer since 2009. By the end of 2023, her output had dropped significantly. In November, she produced no work at all, while colleagues were delivering much more. In December, she managed just six social media posts, compared with a colleague who produced 73.

Alongside this, concerns were raised about her attention to detail and compliance with processes. The employer dismissed her in February 2024 for reasons of capability, not misconduct.

Tribunal's Findings

The tribunal accepted that performance was an issue and that dismissal was not about misconduct. However, it found the dismissal unfair because the employer:

- Failed to issue formal warnings as required under its own performance policy.
- Treated a performance review as a formal step without holding a proper hearing.

Outcome

The tribunal awarded Ms Briggs:

- £13,503 (basic award)
- £8,707.75 (compensation for lost earnings and pension)

Key Takeaways for Employers

- Follow your process – even if the evidence of poor performance is strong, skipping steps can make a dismissal unfair.
- Document concerns clearly – make sure warnings are given and reviews are carried out in line with policy.
- Don't cut corners – a well-justified dismissal can be undermined if procedures are not applied consistently.

Upcoming Events



Seminars & Events Autumn/Winter 2025

Employment Law and Recruitment Market Update *with Hays*



TIME
8:30 AM – 10:00 AM

LOCATION
Chadwick Lawrence Wakefield Office, WFI 2DF



Mock Tribunal Event: Disability Discrimination & Flexible Working



TIME

8:30 AM – 12:00 PM

LOCATION

Weetwood Hall Estate, Leeds, LS16 5PS



🌐 Mock Tribunal Event

Contact Us



For questions, feedback, article ideas, or story contributions, email boxhr@chadlaw.co.uk and we'll be in touch.

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