

Monday Morning Dispatch

YOUR WEEKLY EMPLOYMENT LAW NEWSLETTER FROM CHADWICK LAWRENCE

Coming
up this
week...


- Sam & Nils are back with the podcast discussing GIG Economy changes, entry clearance vignettes and a key disability harassment ruling.
- Daniel's video introduces the concept of reasonable adjustments under the Equality Act 2010.
- Our news article this week covers ways that a company can ensure compliance with Competition Law, including employee compliance, identifying risks and guidance.
- Don't miss our Mock Tribunal Event this Thursday 27th November - **[register below now!](#)**

The Legal Alternative Podcast



21. GIG Economy Changes, Entry Clearance Vignettes and a Key Disability Harassment Ruling

Sam & Nils are back this week discussing recent changes in Immigration Law, regarding the GIG economy and entry clearance vignettes. They also discuss a significant disability harassment case involving a teacher on a fixed term contract, highlighting the implications of comments made during meetings and the importance of proper contract management.

 21. GIG Economy Changes, Entry Clearance Vignette...



[Watch video on YouTube](#)
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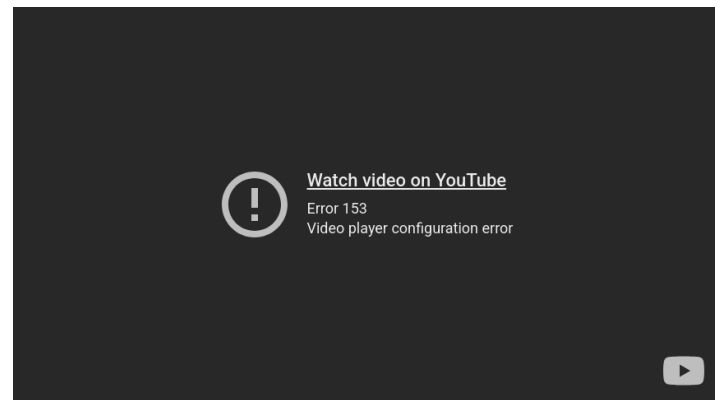
The Media Hub



Reasonable adjustments part one - the test

In this video, we introduce the concept of reasonable adjustments under the Equality Act 2010, identifying when the duty to implement arises and the factors which should be taken into account in determining the reasonableness of an adjustment.

 Reasonable adjustments part one - the test



In the News



Employee Compliance with Competition Law



Introduction

In our previous article relating to competition law, we covered the investigation and enforcement powers bestowed upon the Competition and Markets Authority (“CMA”) through the Competition Act 1998 (“CA”). As part of this week’s edition of the Monday Morning Dispatch, we thought we would cover ways that a company can ensure compliance with Competition Law, and who to contact at Chadwick Lawrence in the event you require any further advice or assistance in that regard.

Compliance Programmes

If a company is found to be in breach of competition law, potentially detrimental consequences can be imposed; examples include being fined up to 10% of their worldwide turnover and criminal sanctions being imposed on certain directors. This is why it is imperative for an undertaking to ensure absolute compliance with competition law in the United Kingdom, with employee awareness being a key feature of achieving this.

A common course of action that an undertaking will take when trying to achieve employee awareness is implementing a compliance programme. Key features of a compliance programme include:

- Demonstrating a commitment on the part of the company concerned to comply with the competition rules.
- Training all relevant staff (including management and employees) to ensure they do not participate in infringements of competition laws.
- Avoiding conduct that might give the appearance or raise suspicions of competition law infringements and adversely affect the likelihood of merger clearance for future acquisitions.

(More features available upon request.)

CMA Guidance

The CMA has published guidance for companies seeking to ensure compliance with competition law. In said guidance, 4 steps are established to outline the necessary actions for successful compliance. These are outlined below:

Step 1 – Identify risks

The CMA encourages businesses to identify areas where they might be at risk of breaking competition law.

This includes considering the following:

- Assessing if employees have contact with competitors and, if so, how many.
- Keeping track of the frequency of employees leaving to join competing undertakings.
- Identifying whether the undertaking has any employees that have recently joined from competing businesses.
- Analysing whether the undertaking’s customers are also its competitors.
- Deducing whether the undertaking has a large share of any of the markets in which it operates.

(Further risks can be identified upon instruction.)

Step 2 – Assess the risk

The CMA encourages businesses to:

- Assess the risks by classifying them as low, medium or high.

- Assess which employees are in high-risk areas.

Step 3 – Mitigate risks

The business should then mitigate the identified risks by:

- Setting up policies, procedures, and training to reduce the likelihood of the risks occurring.
- This could be supported by an employee code of conduct.

The business may, for instance:

- Train employees in competition law.
- Implement an employee code of conduct policy.
- Make sure employees tell the business if they are joining a trade association or attending events where they might be meeting with competitors.
- Implement a system where all contact with competitors is logged.
- Establish a system so that employees can get advice before action.
- Establish a system for employees to report, on a confidential basis, any competition law concerns that they might have.

Step 4 – Review

The CMA encourages businesses to regularly review Steps 1 – 3.

Conclusion

That concludes this basic overview of how a business can ensure employee compliance with competition law.

If you require any further advice in relation to steps that can be taken to educate employees in competition law, the implementation of policies to cover this, the risks of not doing so, or any general help in ascertaining more details in relation to competition law in the UK, please do not hesitate to contact Peter Harling and/or Jamie Howard whose contact details are set out below:

Peter Harling

Partner

Email: PeterHarling@chadlaw.co.uk

Jamie Howard

Trainee Solicitor

Email: JamieHoward@chadlaw.co.uk

Upcoming Events



Seminars & Events Autumn/Winter 2025

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.

[!\[\]\(47734e4656765d20df4fdbd5b7aff048_img.jpg\) Connect with us on LinkedIn](#)