

Monday Morning Dispatch

YOUR WEEKLY EMPLOYMENT LAW NEWSLETTER FROM CHADWICK LAWRENCE

Coming up this week...

- Sam & Nils discuss the future of jury trials and a key change to unfair dismissal under the Employment Rights Act.
- Daniel's third video in his reasonable adjustments series looks at how adjustments can displace colleagues.
- In our news section, Trent from our Litigation team examines adjudication in the construction industry, outlining its key pros and cons.
- Keep an eye on our website for our Seminars & Events 2026!

The Legal Alternative Podcast



23. The Future of Jury Trials and Changes to the Employment Rights Act

In our Christmas episode, Sam & Nils discuss the proposed move to limit jury trials to only the most serious crimes and what that could mean for the justice system. They also explore the latest update to the Employment Rights Act, which removes Day One rights for unfair dismissal claims and introduces a new qualifying period of 6 months.



23. The Future of Jury Trials and Changes to the Emp...

The Media Hub



Reasonable adjustments part three - displacement of other employees

In this video, we apply the guidance on reasonable adjustments to the case example of a retail manager who requests a move to another store to minimise the impact of a physical condition. The complication in this case is that it would mean displacing an established colleague from that store. We apply the EHRC factors to be taken into account in determining the reasonableness of this request.

▶ Reasonable adjustments part three - displacement of ...



In the News



Construction Industry: Why Should You Adjudicate? The Pros and Cons



Overview

Statutory adjudication came into force in 1998 as a means to provide a speedier and cheaper resolution to disputes within the construction industry. Since then, it has become the method of choice for disputes, large to small. It has been successful in achieving its goal of maintaining cash-flow during construction projects and is particularly useful for resolving a range of disputes such as payment issues, liability for defective works and contract termination, among others.

Below is a quick and brief overview of some of the pros and cons of adjudication to bear in mind, whether you are faced with adjudication or thinking of starting it yourself.

The Pros

- Speed – Adjudication is a 28-day procedure (unless extended by consent of the parties involved) and is adopted by the Technology and Construction Court for the enforcement of decisions within 6-8 weeks.
- Cost-effective – Adjudication is cheaper than litigation as costs are kept lower due to the quick turnaround. Further, each party bears their own costs so there is no risk of liability for the other party's costs should they be successful.
- Fairness – The cost-effectiveness of adjudication balances out the financial inequalities that may exist between the parties such as a local sub-contractor dispute with a nationwide company.

The Cons

- Rough justice – The speed at which adjudication takes place can also mean that the adjudicator themselves is rushed into making a rough and ready decision in a dispute that may be highly complex.
- Ambush – Given the timescales, a party may take another by surprise. This is generally avoided in standard court proceedings as the parties are required to comply with the Pre-Action Protocol for Construction and Engineering Disputes.
- Complication – The adjudication process is becoming more complicated as time passes. It's introduction over 25 years did not envisage how often experts and barristers would be instructed or how regularly correspondence would be exchanged.

Conclusion

Adjudication is a distinct form of dispute resolution within the construction industry. It recognises the unique nature of the construction industry and the various disputes and disagreements that may arise within it. The pros and cons of adjudication are an important aspect to consider as they may help answer the question – why should you adjudicate?

To know more about adjudication and how it may be used to help you, please get into touch with our specialist construction team here at Chadwick Lawrence who are able to advise you on the strategy and tactics involved in this rapidly moving process.

Contact details

If you have any questions in reference to the above or any issues you are currently dealing with, do not hesitate to contact our [Construction Litigation](#) team using the details provided below.

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Upcoming Events



Seminars & Events 2026

Sign Up to Future Events

Our 2026 Employment Law Seminars & Events Programme will be released shortly.

Keep an eye on our website:

www.chadwicklawrence.co.uk/seminars/business-services-seminars/



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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