

9 FEBRUARY 2026



Monday Morning Dispatch

YOUR WEEKLY EMPLOYMENT LAW NEWSLETTER FROM CHADWICK LAWRENCE LLP

Coming up this week...

- In the Legal Alternative, Sam & Nils discuss the defence statement in criminal litigation, as well as an Employment Tribunal decision on direct discrimination and positive action.
- Daniel's video...
- Our Litigation team provide an article on construction contracts, taking a deep dive into what a Pay Less Notice is.
- Register for our Employment Law 2026 seminars & events below!

The Legal Alternative Podcast



25. The Defence Statement in Criminal Litigation & Promoting Inclusion Without Creating Legal Risk

In this episode, Nils explains the role of the defence case statement in criminal litigation, outlining its key purpose and why precision in drafting is so important. Sam explores a recent Employment Tribunal decision involving direct discrimination against male police officers, and discusses how organisations can promote inclusion through positive action without creating legal risk.



The Media Hub



Trade Union Changes - Part 3 of 3

In this final part of the series, we continue our discussion on access agreements for trade unions under the Employment Rights Act. At this point, we focus on the process adopted where the parties do not agree on access, and enforcement options open to a union if an employer fails to comply with access arrangements.



In the News



Pay Less Notice in Construction Contracts



Summary.

The *Housing Grants, Construction and Regeneration Act 1996* (“**The Act**”) gives a paying party the power to change the agreed contractual sum within a construction contract, altering the payment amount due to the payee who undertook the works.

If this *Pay Less Notice* (“**PLN**”) is validly and legally served, it means the payment due has been reduced and can only be overturned via an adjudicator, arbitrator or the courts. If a payee disagrees with a valid PLN then formal proceedings become the only available option moving forward with professional legal support the best option to achieve a favourable outcome.

What is a Pay Less Notice

A PLN is a mechanism used to dispute the amount claimed by the party who undertook contractually agreed construction works. This mechanism is often used when disagreements arise over the value or quality of the completed works as well as for other contract related issues. The purpose of a PLN is to protect the paying party from overpaying for discrepancies in agreed works, quality or disputes.

There is no legally binding format for a PLN. However, it should be in writing, intentional, clear, unambiguous and provide an alternative proposed sum, how it was calculated and explain why this adjustment has been made. PLN’s must be referable to a particular payment notice and / or payment application and must relate to a certain payment cycle in order to be deemed as valid. If there is a lack of specification, there may be consequences.

If a party disagrees with a PLN, acting speedily and accurately is crucial. If any element of response is inappropriate, it may lead to a negative impact on the ability to recover the sum originally agreed. The parties may engage in initial conversations and negotiations to attempt to find an amicable solution to the matter, bringing it to a close. However, if a solution cannot be reached, the receiving party of the PLN can refer the dispute to adjudication which will deliver a quick decision within 28 days with the option to proceed to court for a final determination.

Conclusion

Payments within the construction industry can be complex and can easily lead to disputes. A PLN is just one tool that serves a real and genuine purpose within the construction world. Understanding them and correctly utilising their purpose may save a party thousands in disputed costs. However, it can likewise easily lead to disputes that in turn lead to legal proceedings.

If you’re a construction professional looking at issuing a PLN, or perhaps you have received one, knowing how they work, the content required and what makes them valid or invalid is essential.

Speak To Us

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](#) experts using the details provided below.

Andrew Dickinson, Zoe Allen and Trent van Sittert

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ZoeAllen@chadlaw.co.uk, [0113 225 8837](tel:01132258837)

TrentVan-Sittert@chadlaw.co.uk, [0113 387 8523](tel:01133878523)

Upcoming Seminars & Events



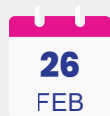
We're pleased to announce the return of our Employment Law Seminars & Events Programme for 2026! For more information and to register, please click below:

Lawyers in the Scrum: Behind the Scenes of Law in Rugby League *with Halifax Panthers*

Unfortunately we've had to cancel this seminar due to the current uncertainty surrounding the club. Please accept our sincere apologies for any inconvenience caused.



Managing Poor Performance



TIME
8:30 AM - 10:00 AM

LOCATION
Chadwick Lawrence Wakefield Office, WF1 2DF

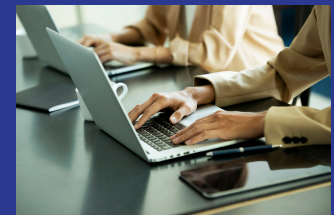


Managing Flexible Working Requests - Legal & Practical

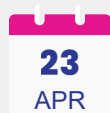


TIME
8:30 AM - 10:00 AM

LOCATION
Chadwick Lawrence Huddersfield Office, HD1 1JS



Employment Law & Salary Guide Update *with Hays*



TIME
8:30 AM - 10:00 AM

LOCATION
Hays Leeds Office, LS1 8EQ



Mental Health Awareness Sessions



We're partnering with Tailored Learning Solutions to offer two day, in person, accredited Mental Health First Aid courses at our Wakefield office.



Accredited by MHFA England® and the Royal Society for Public Health, MHFAiders will improve knowledge and develop skills to support someone who may struggling and what to do with crisis support.

MHFA 2 day (all day events) - £300 +VAT pp.



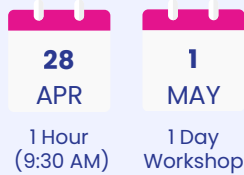
(Includes 3 year membership to the Associate for MFAiders, 3 years access to the MHFA Support App, Immediate wellbeing support via SHOUT charity, Quarterly Webinars and optional Level 3 OfQual Examination accredited with the Royal Society for Public Health)



MHFA Refresher - £125 +VAT pp.

9:30 AM - 13:30 PM (Includes same benefits as above)

Managing Neurodiversity in the Workplace - for Managers (CPD Certified 8hrs) - £250



Both sessions need to be attended for the full CPD hours manager course, but the awareness can be attended as a stand alone event without the managers day (hope that makes sense). If you have learners just waiting the webinar this will be £50 pp. 1 hour CPD certificate but no access to benefits.

(Learners that attend both the webinar and managers course can access a free learning portal with additional resources for 3 years with new information being frequently, review slides, notes and videos at any time).

More info on MHFA and ND courses can be found here:

<https://www.tailoredlearningsolutions.co.uk/mental-health-first-aid>

Contact Us



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

[Connect with us on LinkedIn](#)