

16 FEBRUARY 2026



# Monday Morning Dispatch

YOUR WEEKLY EMPLOYMENT LAW NEWSLETTER FROM CHADWICK LAWRENCE LLP

## Coming up this week...

- Sam provides an overview of the Employment Rights Act, including the Government's recent changes to the proposed timeline.
- Daniel's video summarises the Government's introduction of fire and rehire provisions.
- Our news article this week takes a deeper look into fire and rehire
- Register for our Employment Law seminars & events below!

## The Legal Alternative Podcast



### 26. Employment Rights Act - Changes to the Proposed Timeline

This week, Sam provides an overview of the Employment Rights Act, including the Government's recent changes to the proposed timeline. From updates coming into effect this April through to January 2027, we break down what's changing and when - so you know exactly what to expect and how to prepare.



## The Media Hub



### Fire and rehire - part 1 of 3

In this video, we summarise the Government's introduction of fire and rehire provisions, which will create a right to claim automatic unfair dismissal where an employer has dismissed and offered re-engagement to an employee following refusal of a 'restricted variation' to the contract.



## 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

[AndrewDickinson@chadlaw.co.uk](mailto:AndrewDickinson@chadlaw.co.uk), 0113 225 8830

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

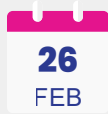
[TrentVan-Sittert@chadlaw.co.uk](mailto:TrentVan-Sittert@chadlaw.co.uk), 0113 387 8523

## 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:

### Managing Poor Performance



**TIME**

8:30 AM - 10:00 AM

**LOCATION**

Chadwick Lawrence Wakefield Office, WF1 2DF



### Managing Flexible Working Requests - Legal & Practical



**TIME**

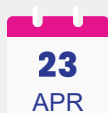
8:30 AM - 10:00 AM

**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.

29/30  
APR

1/2  
JUL

30/1  
SEPT/OCT

(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)

30  
JUNE

## 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

28  
APR

1 Hour  
(9:30 AM)

1  
MAY

1 Day  
Workshop

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 wanting 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](mailto:boxhr@chadlaw.co.uk) and we'll be in touch.

[Connect with us on LinkedIn](#)