

Employment healthcare briefing: March 2025

27 March 2025

Welcome to our latest employment healthcare briefing, bringing you a roundup of key legal developments over the last few months.

Doubling employment claim time limits: Enhancing justice or prolonging dispute?

As reported in The Law Society Gazette, the UK government is amending the Employment Rights Bill to extend the limitation period for bringing employment claims from three months to six months.

[Read more](#) →

Can an employee complain too much?

In the case of *Alexis v Westminster Drug Project* [2024] EAT 188 the Employment Appeal Tribunal recently gave a judgment that employers may find helpful when dismissing an employee for the potentially fair reason of 'some other substantial reason' when they believe there is a breakdown in their relationship with the employee.

[Read more](#) →

Eradicating sexual harassment at work

In 2023 McDonalds signed a legally binding agreement with the Equality and Human Rights Commission (EHRC) under section 23 of the Equality Act in response to concerns over its handling of sexual harassment complaints made by staff at its UK restaurants.

[Read more](#) →

New rights to Neonatal Care Leave and Pay Act: What do employers need to know

The Neonatal Care (Leave and Pay) Act 2023 ('the Act') provides new rights for parents of a child receiving neonatal care to take time off and subject to certain conditions, pay.

[Read more](#) →

Making your organisation neuroinclusive

Acas has released fresh guidance for employers on neurodiversity, aiming to foster inclusive workplaces and enhance awareness to make discussions about neurodiversity normalised.

[Read more](#) →

Key contact



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