

Employment law alert

March 2023

Key cases and developments affecting UK employers over the last month. See our [alert](#) for more.



CMA Guidance

The CMA have published guidance for employers on how to avoid anti-competitive behaviour. The guidance prohibits no-poaching and wage-fixing agreements and information sharing.



Benyatov v Credit Suisse (Securities) Europe Ltd

The Court of Appeal has dismissed the former banker's claim for career-long loss of earnings for alleged breach of duty of care and breach of an implied contractual indemnity.



Glover v Lacoste UK Ltd

Once a flexible working application has been determined the PCP will apply, even if the employee has not returned to work or started to work under the new arrangement.



McDonald's sign EHRC pledge

McDonald's have signed a legally binding pledge with the EHRC, which includes commitments to: communicating a zero-tolerance approach to sexual harassment; enhancing policies and procedures and delivering anti-harassment training.



Meaker v Cyxtera Technology UK Limited

Without prejudice letter was sufficiently clear in relation to the legal requirements for termination of employment to constitute an effective letter of dismissal.



FTSE Women Leaders Review

FTSE 350 companies have achieved the goal of 40% female boards three years ahead of target. This is heralded as a significant milestone and serves to inspire further progress in the years to come.



Clifford v Millicom Service UK and others

Decision on Rule 50 order should have considered evidence of witness who feared the consequences for himself and others of giving evidence in proceedings without it when considering whether granting the order was in the interests of justice.



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