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Business law today

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Hi,

As we move into 2025, it is clear that a period of uncertainty awaits. The declining domestic economic situation, global conflicts and the change in the US political landscape all pose their own individual challenges. That said, there are opportunities, and our article on the AI Opportunities Action Plan explores the Government's ambition to turbocharge AI, looking at the opportunities and risks involved for investors.

From an employment perspective, it's likely the Employment Rights Bill (ERB) will be passed this year, though many of the changes will be subject to consultations and probably won't come into force until 2026. We know that the changes to unfair

dismissal – probably the most significant reform in the ERB – won't take effect until at least Autumn 2026. Costs to employers will rise this year in light of the significant increases to National Minimum Wage & National Living Wage, as well as increases to employer National Insurance contributions, coming into effect in April 2025. These costs, plus the additional expense likely to be associated with the ERB reforms, will no doubt impact businesses and some employers may be forced to reassess priorities.

There is certainly a lot of change on the horizon this year and we hope the articles in this edition help you keep abreast of developments.

If there is a topic you are particularly keen to hear about, please get in touch via the link at the bottom of the email.

James Baker



UK AI Opportunities Action Plan: opportunities and risks for AI investors

Anne Todd

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Share Incentives: now is a good time to consider incentivising your staff

Cathy Bryant and Anthony Reeves

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Family investment companies: definitely worth a second look

Cathy Bryant, Iwan Williams and Chris Smedley

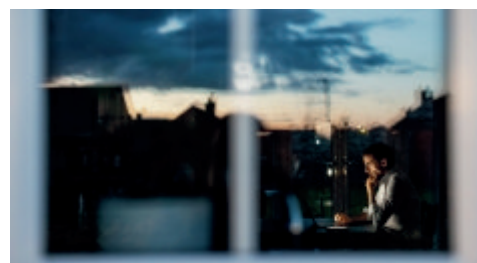
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Have you received a claim form? Keep calm and seek advice promptly

Nick Roberts and Hannah Tucker

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How to create an effective whistleblowing policy

James Baker

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Illegal workers raids surge: how businesses can protect their reputation and avoid fines

Lynsey Blyth and Lauren Tandy

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The Employment Rights Bill: will there be any substantial changes to flexible working?

Robert Forsyth and Hannah Meehan

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UK Merger Control: new Jurisdictional Thresholds from 1 January 2025

Noel Beale

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Upcoming events

We hope to see you there

MAINstream Cheltenham Pitch Event Cheltenham

Date: Wednesday 26
February

Our next pitch event will be taking place at Malmaison Cheltenham.

Following the success of MAINstream South West, we are delighted to launch in Cheltenham. MAINstream seeks to connect high-growth

Bristol Cycle Club - Velodrome Bristol

Date: Friday 28
February

The Michelmores Cycle Club was established to provide inclusive, friendly and safe networking opportunities for like-minded bike enthusiasts.

The Cycle Club meets once a month in Exeter and Bristol.

Michelmores Property Awards 2025 Exeter

Date: Wednesday 2
July

Submissions for the Michelmores Property Awards 2025 are now open and close 21 February!

The Awards celebrate the best property, development and construction projects in the South West, with a focus on

companies with investors that are local to them, with the aim to help to drive growth in the region.

[Find out more](#)

London will be hosting a few cycle & run events throughout the year (dates TBC).

[Find out more](#)

sustainability, innovation, social, environmental, and economic values.

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