



Employment MOT

The Midlands Employment Team

15th October 2020

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The Midlands Employment Team



Emma Tice
Partner

+44 (0)1332 378311
emma.tice@geldards.com



Rachel Mills
Senior Associate

+44 (0)1332 254123
rachel.mills@geldards.com



Maz Dannourah
Senior Associate

+44 (0)115 983 3793
maz.dannourah@geldards.com



Manveer Sandhu
Employment Sales Executive

+44 (0)1332 378398
Manveer.sandhu@geldards.com

“**The team at Geldards are great, incredibly reliable and competent**”

Client quote, Legal 500 – the world’s largest legal referral guide

Agenda

1. 'Lifting the bonnet'

Looking back on 2020 – Emma Tice

2. 'Refilling the screenwash'

Looking forward to 2021 – Maz Dannough

3. 'Hanging the air freshener'

Case law update – Rachel Mills



Looking back on 2020

Emma Tice, Partner, Employment

15th October 2020

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Our **new** landscape

- Lockdown
- “Furlough”
- Coronavirus job retention scheme
- “COVID Secure” workplace
- Homeworking
- Flexible working

Furlough

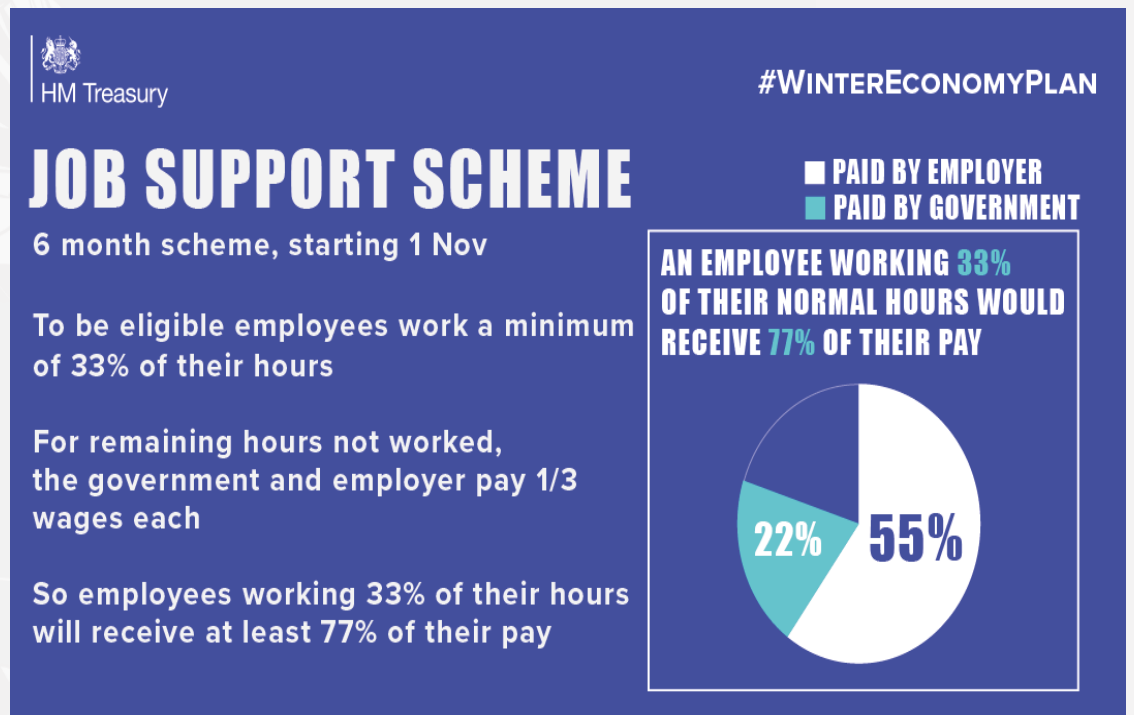
- Brand new concept in 2020
- Coming to an end – 31 October
- Part-time furlough
- No work, part-time flexi-furlough
- Coronavirus Job Retention Scheme

Job Support Scheme

- 1 November 2020 – 30 April 2021
- Winter Economy Plan
- Only “viable” jobs
- No redundancies – can’t access JSS in notice period
- Small and medium businesses
- Large – financial assessment test
- On PAYE by 23 September 2020 – open to new applicants

Job Support Scheme

- Government cap - £697.92 per month
- Employer pays 55%
- Skilled workers
- Reimbursed in arrears
- Online portal
- 7 day minimum period



Job Support Scheme – business closures

- Enhanced JSS
- Businesses legally required to close
- National or local lockdown restrictions
- 67% of wages (£2,100 cap)
- No employer contribution (apart from NICs & pension)
- No work – minimum of 7 consecutive days
- RTI submission for that employee by 23 September

Job Support Scheme - questions

- Who does it cover?
- Do they have to have been previously furloughed?
- Can an employer top up wages?
- What if the employer has to close again?
- Family related leave?
- Who covers NICs and pension contributions?

Job Retention Bonus

- £1,000 to employer
- Each employee bring back from furlough
- Employ until 31 January 2021
- Earn at least £520 each month (November – January)
- CAN still claim if use JSS
- Not working notice

Job Retention Bonus – how to claim

- Between 15 February – 31 March 2021
- Online system
- More information by January 2021
- Relevant tax months:
 - 6 November to 5 December 2020.
 - 6 December 2020 to 5 January 2021.
 - 6 January to 5 February 2021.
- Employees must have been paid at least one payment of taxable earnings (of any amount) in each of the relevant tax months.

Working from home

- Necessary in lockdown
- Policy changes
- Work at home over winter if you can do so “effectively”
- “Resounding success”
- Pros and Cons

Homeworking – changes required

Play “catch-up” now

1. Contracts:

- Place of work
- Hours of work
- Expenses
- Confidentiality
- Equipment/company property

2. Policies and procedures:

- Homeworking Policy
- Confidentiality and data protection

3. Management and supervision

4. Additional equipment required

Flexible working

- Flexible Working Requests – from employees
- Decisions by the business:
 - Changes to contracts
 - Redundancies?
 - Collective consultation?

Emerging from Lockdown

- Bringing employees back
- Back-burner now for some
- COVID-Secure workplace - preventative
- Face-covering guidance
- Physical changes to office
- Changes of behaviour
- Vulnerable staff
- **COMMUNICATION!**

Any questions





Cardiff

4 Capital Quarter,
Tyndall Street
Cardiff, CF10 4BZ
Tel: +44 (0)29 2023 8239

London

80 Coleman Street
London
EC2R 5BJ
Tel: +44 (0)20 7620 0888

Derby

Number One Pride Place
Pride Park
Derby DE24 8QR
Tel: +44 (0)1332 331 631

Nottingham

The Arc
Enterprise Way
Nottingham NG2 1EN
Tel: +44 (0)115 983 3650