

CHC Webinar: HR Implications of Covid-19

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Agenda

- Key areas for HR professionals
 - Changes to the way we work
 - Mental health and wellbeing
- Changes in employment law
 - Furlough leave
 - Carry-over of holiday
 - COVID-19 and SSP
 - April 2020 changes
- Q&A

Changes to the way we work

- Duty to protect the health and safety of employees
 - Appropriate systems in place
 - Hygiene
 - Risk assessments
- ACAS working from home guidance
- Employer's responsibilities
 - Home working
 - Contact
 - Reasonable adjustments
- Employee's responsibilities
 - Contact
- Equipment and technology



Mental health and well being

- Positive work/life balance
- Communication
- Encourage employees to talk about their worries and stay connected
- Practical support and guidance
- Encourage employees to look after themselves
- Provide credible sources of information – the facts!
- Importance of exercise / relaxation / mindfulness



Furlough leave



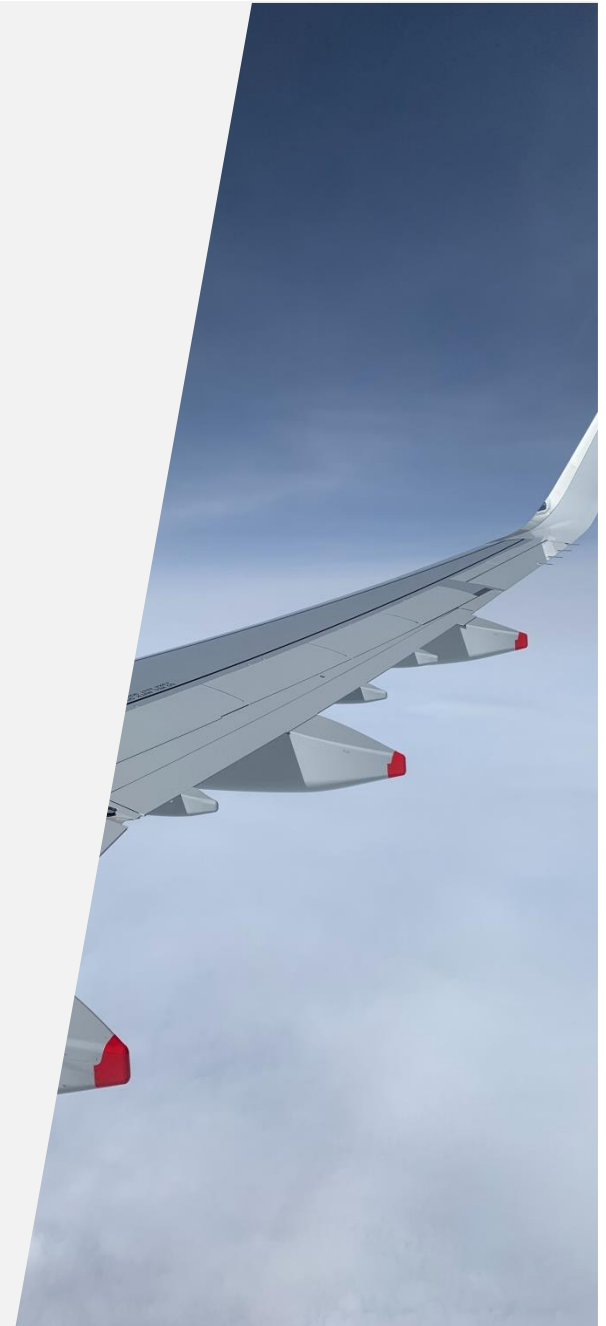
- The introduction of the new Coronavirus Job Retention Scheme (furlough leave) was announced by the government on 20 March 2020.
- Under the scheme, all UK employers, regardless of size or sector, can claim a grant from HMRC to cover 80% of the wage costs of employee who are not working but kept on the payroll (“furloughed”), of up to £2,500 a calendar month for each employee.
- Employers can choose to top up the remaining 20% if they wish.

Furlough leave

- What employees are covered?
- Which employers are eligible for reimbursement?
- Does the employee have to be at risk of redundancy to be covered by the scheme?
- What steps must employers take to put employees on furlough leave?
- How does an employer decide who to put onto furlough leave?

Carry over of holiday

- The Working Time (Coronavirus) (Amendment) Regulations 2020
- 4 weeks of annual leave are permitted to be carried over into the next two leave years where leave has not been taken because of the COVID-19 pandemic.
- This new rule applies to the four weeks of annual leave provided for by Regulation 13 of the Working Time Regulations 1998 but not the additional 1.6 weeks provided for by Regulation 13A. However, the additional 1.6 weeks can be carried over by agreement between the employer and employee.



COVID-19 and SSP

- The following changes are now in force:
 - The SSP deemed incapacity rules have been extended to cover those who self-isolate in accordance with government guidelines
 - SSP entitlement was extended to individuals self-isolating because a member of their household has symptoms by the Coronavirus Amendment No.2 Regulations
 - On-line isolation notes can be used by employees to provide evidence to their employers that they have had to self-isolate
 - SSP can be claimed from the first day of incapacity in respect of absences from 13 March 2020

COVID-19 and SSP

- The following amendments are due to take effect:
 - The Coronavirus Act 2020 provides for further regulations to be made to bring into force provisions to enable employers with fewer than 250 employees to reclaim SSP paid in respect of the first 14 days of COVID-19 related sickness absence. This will have effect from 14 March 2020.



COVID-19 and Frequently Asked Questions

- Is an employer entitled to send an employee home from work to self-isolate?
- Where an employee refuses to attend work due to fears about coronavirus what action can the employer take and what pay are they entitled to?
- Is an employee who is shielding entitled to SSP?
- What happens if a furloughed employee becomes sick?



Employment Law Changes – 6 April 2020

- Changes to written statement of terms and conditions
- Parental Bereavement Leave
 - Statutory right to 2 weeks off work
 - Statutory payment of 90% of average earnings or £151.20 per week whichever is lower
 - Can be taken as a single block or two separate blocks within 56 weeks.
- Calculating holiday pay
- Extension of IR35 postponed
- Gender pay gap reporting suspended
- Current rates and limits
- Vento Bands

A close-up photograph of a person's hand raised, with fingers spread, against a blurred background. The hand is positioned on the left side of the frame. A red horizontal bar is overlaid on the image, containing the text "Any Questions?".

Any Questions?

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