



June 2020 Update

Welcome to this month's update - where we discuss the latest legislation and guidance.

In this month's edition, we report on:

- Covid-19 – Have you done a work risk assessment?
 - Cutting Costs – Redundancies
 - Fixed Term Contracts
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Covid-19 – Have you done a work risk assessment?

Many employers are starting to think about returning more employees to the workplace.

Businesses need to have clean practices in place and show they have done a Risk Assessment

We can guide you through:

- How to take care of your staff and safeguard their health on their return to the workplace
- The COVID-19 Risk Assessment you should do
- The steps needed to get your workplace safe
- COVID-19 Response plan Template documents for implementing a practical return to work to include:

- * Guidance for returning to work for employees
- * Risk assessment document
- * Workplace zone allocation
- * High traffic use identification
- * Practical adaptations to the workplace

- * Cleaning schedule and task allocation spreadsheet
- * Supplies ordering record
- * Meeting guidance
- * How to assess your workplace initially and on a regular basis

This comprehensive plan is easy to get you off the ground and operate. Implementing and communicating this plan will build trust and a healthier environment for your staff and customers.

Employers: We are offering this package of documents and a thirty-minute advice call for a fixed price of £400 for the month of June.

Contact us: For advice, procedures and documents

Cutting costs – Redundancies

Unfortunately, the Covid-19 situation may lead to some businesses needing to review their staffing costs and make a decision to reduce the size of their workforce to survive.

Redundancy is a special form of dismissal which happens in three situations:

- when the company goes out of business
- the workplace shuts down (maybe just the site)
- the needs for the type of work diminishes or ceases

In most cases it will be the third situation which will lead to a business considering redundancies with a drop off in business. Employers must follow a fair procedure, which includes consultation and consideration of alternatives.

When there are a number of people who do a similar role then we need to consider selection criteria and scoring. It is about listening to your employees and being transparent throughout the process.

Employers: Make sure you consider other cost cutting measures before moving to redundancies.

Contact us: We can guide you through this process

Fixed Term Contracts

We are seeing the rise of fixed term contracts.

Fixed term working is something of a hybrid, it allows employers to call on an extra pair of hands for a set period of time. However, an essential element of these arrangements is that both parties know where they stand.

Those working under fixed term contracts have the right to be treated no less favourably than permanent employees (under the Fixed Term Employees (Prevention of Less Favourable Treatment) Regulation 2020).

The Regulations also set out the right for fixed-term workers to access:

1. Any period of service qualification relating to any particular condition of service
2. The opportunity to receive training
3. The opportunity to secure any permanent position in the organisation

Ending a fixed term contract can also be problematic in certain circumstances. Once a fixed-term employee has worked with you for two years they may have a claim for unfair dismissal if the contract is ended.

Once a fixed-term employee had worked with you under successive contracts for at least four years, they will usually be considered to be a permanent employee.

One final word: notice. While a fixed-term contract gives certainty, it is sensible to build in a notice provision that gives you the option to terminate it if things are not working out. If you don't and want to bring the contract to an early end, you could be stuck with paying the employee for the rest of the contract.

Employers: These contracts give flexibility but make sure you comply with the obligations under the Regulation.

Contact us: We can draft fixed-term contracts.

For more information or assistance Email: enquiries@employmentlawsupport.co.uk



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