Reforms to the Coronavirus Job Retention Scheme announced

On 29 May 2020 the Chancellor of the Exchequer announced how the Coronavirus Job Retention Scheme (Scheme) will change between 1 July 2020 and 31 October 2020 when the Scheme will close. There are three key changes:

TUPE: beneficial contractual changes were void because they were by reason of the transfer

In this case, the EAT considered whether four company directors were entitled to rely on contractual terms which had been put in place shortly before a TUPE transfer and were designed to significantly improve their position post-transfer.

Employee’s breach of a

confidentiality clause in a COT3 agreement did not release employer from obligation to pay further settlement monies

If an employee breaches a confidentiality clause contained in a COT3 agreement or, more commonly, a Settlement Agreement, what are the employer’s options? The answer is that it will depend on the importance of the clause or the severity of the employee’s breach.