

# **The Coronavirus Job Retention Scheme from 1 November 2020 onwards – a guide for employers**

This is BDBF's guide to how the third phase of the Coronavirus Job Retention Scheme (i.e. furlough) will operate between 1 November 2020 and 31 January 2021.

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## **Collective redundancies: new ECJ ruling on how to calculate numbers of redundancies**

If employers are proposing to make more than 20 people from a single establishment redundant within a 90-day period, they have to go through onerous collective consultation procedures. But when does the 90-day reference period start and end?

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## **A strategy for dealing with**

# **informal complaints of bullying**

The Home Secretary, Priti Patel, has avoided being sanctioned for bullying on the grounds that no formal complaints were made against her at the time and she was unaware of the impact of her behaviour.

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## **Company was entitled to terminate its relationship with a contractor without giving notice despite being in breach of contract itself**

A recent High Court decision demonstrates that where a Company has breached the express or implied terms of the contract, if the response or reaction from the other party itself amounts to a breach, the Company may still be able to rely on the other party's breach and terminate the contract with immediate effect.