

# **Working from home guidance and other Plan B measures lifted**

On 19 January 2022, the Prime Minister announced that the Plan B contingency measures introduced to tackle the Omicron variant would be lifted, including the working from home guidance. In this briefing, we outline what is changing and what this means for employers.

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## **Reluctant returners: is a worker's belief that he or she needs to avoid catching COVID-19 protected from discrimination?**

In the case of *X v Y*, an Employment Tribunal decided that a claimant's fear of catching COVID-19, and her belief that she needed to protect herself and her partner from catching it, was not a protected belief for the purposes of discrimination legislation.

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# **Dismissal of employee who brought numerous “frivolous and vexatious” grievances was fair**

In the case of Hope v British Medical Association the Employment Appeal Tribunal upheld a decision that it had been fair to dismiss an employee who raised multiple informal grievances and refused to progress them or attend a grievance hearing.

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# **Is it discriminatory to retract a secondment offer made to a disabled employee on health and safety grounds?**

In Judd v Cabinet Office the Employment Appeal Tribunal upheld a decision that the withdrawal of an overseas secondment opportunity on health and safety grounds was not disability discrimination.

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# **NEGOTIATING SENIOR EXECUTIVE CONTRACTS – PITFALLS AND TIPS**

With bonus season behind us and the Great Resignation in full swing, many people are beginning to rethink their career or plan their next job move. Clients often ask us: “how do I negotiate my contract?” or “can I negotiate my contract?”