The COVID-19 Job Retention Scheme from 1 July 2020 onwards – a guide for employers

This is BDBF’s guide to how the second phase of the COVID-19 Job Retention Scheme (Scheme) will operate between 1 July 2020 and 31 October 2020.

Racial stereotypes were discriminatory and justified dismissal without notice

In Lamonby v Solent University the Employment Tribunal had to consider whether it was fair to dismiss an employee who had made remarks which betrayed a tendency to stereotype according to race, even where such stereotypes were sometimes positive.

Employer discriminated against depressed employee by

failing to guarantee that she would not have to work with alleged harassers again

Employer discriminated against depressed employee by failing to guarantee that she would not have to work with alleged harassers again. In this case, the EAT considered whether it would be a reasonable adjustment for an employer to provide an undertaking to a disabled employee guaranteeing a severance package in the event that it could not maintain certain working arrangements.

Revised COVID-19 health and safety guidelines for offices and contact centres published

Back in May 2020 the Government published COVID-19 secure guidelines setting out the health and safety measures to be adopted in different types of workplaces. In this briefing, we highlight the latest core objectives for office-based employers contained in the updated Guidelines published on 23 July 2020.

The state of whistleblowing in the financial services sector

Protect, the whistleblowers' charity, has published a new report looking at the recent experiences of whistleblowers in the financial services sector.

Black livelihoods matter

At a time when racial inequality is at the forefront of everyone's minds, new figures revealing the continuing underrepresentation of black people in senior positions in the UK…

Can an employer require a potentially redundant employee to go through a competitive interview process for an alternative role?

In the wake of the coronavirus pandemic, some employers will be facing the prospect of reorganising their businesses and

making redundancies.

Flexible furloughing begins on 1 July 2020 – key points to note

The second phase of the COVID-19 Job Retention Scheme (Scheme) begins on 1 July 2020 and will allow employers to bring furloughed employees back to work on a part-time basis. The Government contributions to the wage costs of furloughed employees will also gradually decrease until the Scheme closes on 31 October 2020.

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.

Key points for employers in the UK Government’s COVID-19 Recovery Strategy

On 11 May 2020 the Government published “Our Plan to Rebuild: the UK Government’s COVID-19 Recovery Strategy” (the Recovery Strategy). The Recovery Strategy sets out the Government’s roadmap for a phased exit from the lockdown restrictions in England.