

Coronavirus Emerging News and Changes 28 May 2020



Today's Webinar Panel

- **Lorna Young**, Principal Consultant
- **Darren Newman**, specialist Employment Lawyer
- **Harry Honnor**, Senior Adviser (Workforce & Negotiations) LGA

Today's discussion

1. Vulnerable groups returning to work
2. Quarantine and employees travelling abroad
3. Schools re-opening
4. Casual pay/furlough
5. NJC Pay update and Soulbury pay claim consultation request
6. Over to you – open questions session

Please type your questions and we will get through as many as possible during the webinar

If you don't get chance to ask your question, we can respond by email in a follow up

Vulnerable Groups

- NJC Circulars of 17 and 23 March still apply. Recommendation that if they can't work from home should be included in the shielding group.
- Covid19 secure workplace guidance 11 May - Where possible these groups should be working from home
- If clinically vulnerable (but not extremely clinically vulnerable) individuals cannot work from home, they should be offered the option of the safest available on site roles, enabling them to stay 2m away from others. If they have to spend time within 2m of others, you should carefully assess whether this involves an acceptable level of risk. As for any workplace risk you must take into account specific duties to those with protected characteristics, including, for example, expectant mothers who are, as always, entitled to suspension on full pay if suitable roles cannot be found. Particular attention should also be paid to people who live with clinically extremely vulnerable individuals.

Quarantine and Employees Travelling Abroad

Pressing for a national steer on this – clear that there is a call for consistency of approach

On the face of it simple? – employee not making themselves available for work

Options:

- Unpaid
- Work from home
- Take additional leave

Indications that national perspective may take a hard line

Issues and risks

- Two tier workforce – those who can work from home those who cannot
- Schools staff – cannot take leave outside of term time
- Holidays booked pre coronavirus which have to be retaken different to holidays booked now??
- Risk of employees coming to work instead of self isolating?
- Who polices this?

Schools re-opening

Final decision on 5 tests today but guidance hasn't changed for initial phase 1 June

Regional picture – schools completing risk assessments

Good relationship on the whole with the unions

Most authorities taking the same approach

Individual school decision based on risk assessment – LA reviewing risk assessments

Staggered approach when safe from 1 June not necessarily on 1 June.

LAs part of Local Outbreak Plans - LRF leading on this and Track and Trace needs to be in place for this to work effectively

Casual Pay and Furlough

- Regular casuals who have been paid but not furloughed
- Clear that no work available what are authorities doing now?
- Considerations:
- Rotas – how far ahead?
- What has been offered and accepted?
- Furlough?
- Redundancy?

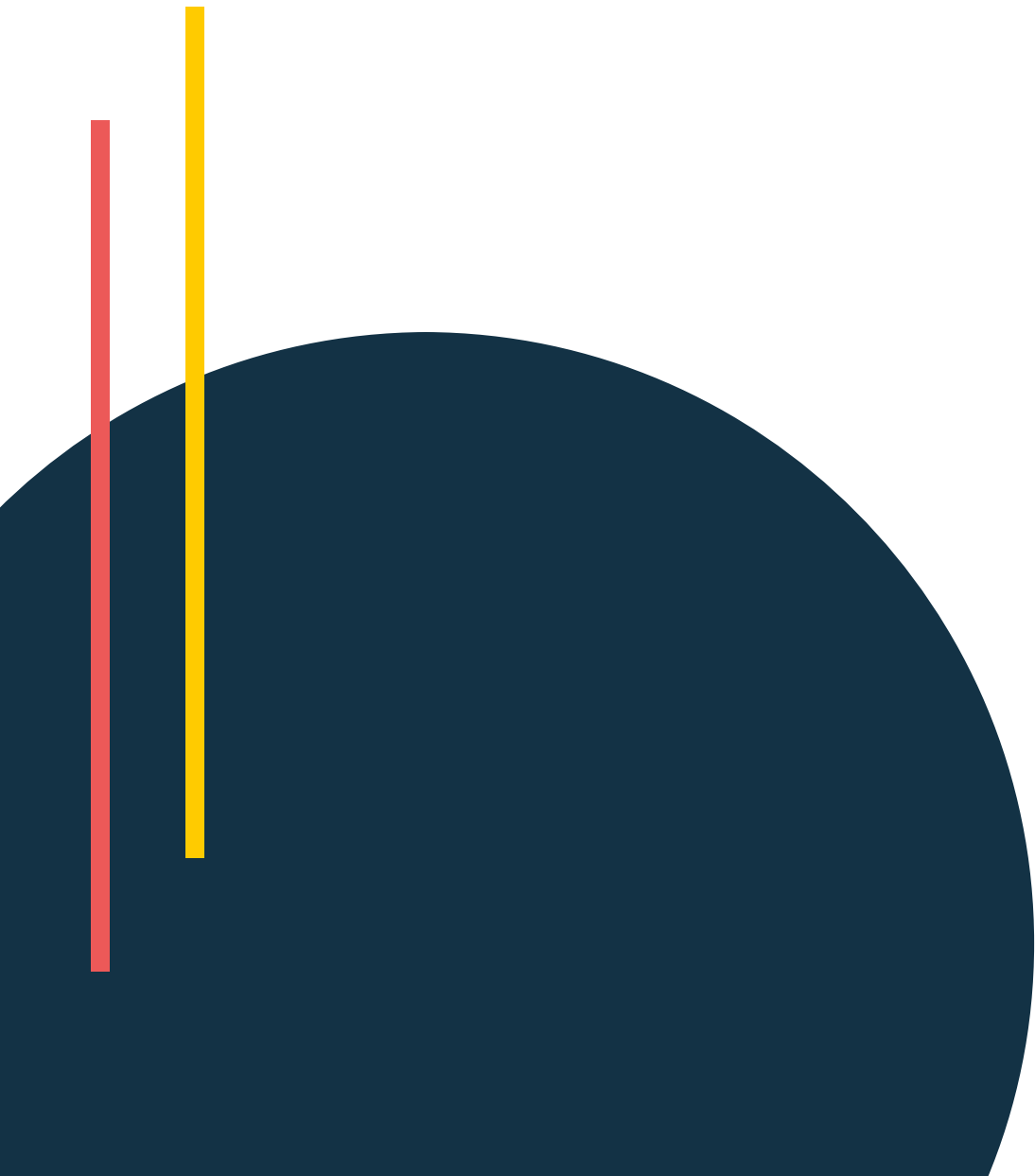
Pay update and consultations

Youth and Community pay and Soulbury pay claims are out for consultation

WME have been asked to collate regional response for Soulbury

Quick recap on NJC – Harry Honnor

Open employment questions – it's over to you.....



Next Steps

WME will:

- Continue to review FAQs in line with changing guidance (including separate school guidance and FAQs)
- Run webinar as needed and weekly virtual meetings for Heads of HR
- Canvassing views and surveying on information relevant to your decision making
- Develop templates and guidance documents
- Working groups around Education, wellbeing, L&D will continue – planning for the next phases and return to new BAU

West Midlands Employers



A reminder of how to contact us:

Please call or email us for any advice or support needs:

L.young@wmemployers.org.uk

m.puri@wmemployers.org.uk

Or

Info@wmemployers.org.uk

Use our website: www.wmemployers.org.uk/coronavirus - realtime updated FAQs



Twitter - @wmemployers OR @rebeccadavisWME