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HR & Employment Update

Thursday 8 October
2020

13:30-14:30

October- Criteria for CJRS

- **GOVERNMENT CONTRIBUTION-**
- 60% of wages up to the cap of £1875
- **EMPLOYER CONTRIBUTION-**
- 20% of wages up to cap of £625, plus;
- Employer NIC and Pension Contributions
- **EMPLOYEE RECEIVES-**
- 80% of wages up to £2500
- Ends on 31st October

Returning to work after Furlough

Are they returning on their previous terms and conditions?

- Why do they not want to return?
- Honest and open conversations. What is the root cause?
- Risk assessments – be open - share them with employees
- Work from home - latest Government advice- if you can work from home, you should
- In the workplace/Safe Working Environment

<https://www.gov.uk/guidance/working-safely-during-coronavirus-covid-19>

- Difficult Employees? What can you do?

Changes to Terms and Conditions

- Is it in the contract to change the employees terms and conditions?
- If it is/isn't? –What do they do?
- How do they go about communicating that change to employees?

Redundancy Process

- Is there a genuine redundancy reason?
 - Organisation closing?
 - Relocating?
 - Downturn in work?
- How many employees are you looking to make redundant?
 - Do they have 2 years service?
- Selection Pool and Selection Criteria- What is it?
 - Way of grouping those at risk of redundancy
 - Those employees doing the same role all form one pool
 - Objective selection criteria – non-discriminatory
- Consultation periods- How long?
 - Less than **20** employees- no real length of time- at least 1 meeting
 - **20 to 99** redundancies within 90 days in 1 workplace - at least **30** days
 - **100 or more** redundancies within 90 days in 1 workplace - at least **45** days

Looking ahead in HR and Employment Law

- **UK GDPR/Data Protection**

- End of transition period 31st December 2020
- From 1st January 2021: what happens?

SME's

Data protection rules will stay the same unless;

- UK business or organisation receives personal data from the EEA – EU data protection rules- need to action with them so data can still flow
- UK business or organisation has an office/branch or customers in EEA - need to comply with both UK and EU data protection regulations

Looking ahead in HR and Employment Law

- **Kickstart Scheme**

- Any organisation can apply
- Placements available from end of 2020
- Have to offer minimum of 30 job placements
- Funding to employers for 6 month placement for young people aged 16-24 on Universal Credit or risk of long term unemployment
- Employer offers minimum 25 hours a week for 6 months (employer will receive 100% of the relevant minimum wage in funding)

- **Lifetime Skills Guarantee**

- Adults in England without A-Levels, from April 2021 will be able to study a college course for free (specific courses deemed of value to employers)
 - Focus on jobseekers who most need new skills- developing the workforce for the future
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Job Support Scheme

- 1st November 2020- runs for 6 months
- Employers reduce employee's usual working hours to a third and pay employee as normal for hours they do work.
- Remaining hours not worked, one third unworked hours paid by the Government, remaining third of unworked hours, paid by employer
- Each short time working arrangement must be a minimum of 7 days long
- Government contribution capped at £697.92
- Employer still pays pension and NIC contributions
- 55% paid by employer
- 22% paid by Government (sliding scale)
- Employee on PAYE payroll on or before 23 September 2020 to be eligible
- Once on the scheme, employee's cannot be handed a redundancy notice
- Employee notified in writing, documentation kept by employer as may be needed by HMRC
- Scheme to be reviewed in January 2021 to consider increase in minimum threshold from one third of usual hours

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