

COVID-19 and Labour Regulations

UK – Pannone Corporate

1. OBLIGATION TO WORK

The COVID-19 situation does not justify being absent from work. However, if an employee is categorized as clinically extremely vulnerable then they are advised that they should not go to work. If they cannot work from home, the employer has the option to put them on furlough leave.

2. RIGHT TO REMOTE WORK

The current government guidance is that all employees who can work from home should do so. If it is not reasonable possible to work from home (e.g. construction) then you should carry on working but with relevant safety measures in place.

3. HEALTH AND SAFETY

The employer is required to carry out a risk assessment and make this available for employees to view.

4. FURLOUGH BENEFITS

The Coronavirus Job Retention Scheme (furlough) will remain open until 31 March 2021. From 1 November 2020 an employer can claim 80% of an employee's usual salary for hours not worked, up to a maximum of £2,500 per month.

5. COVID-19 AND HEADCOUNT REDUCTION

COVID-19 does not automatically justify a dismissal however many businesses have made genuine redundancies as a result of downturn in work. A business must follow 'collective consultation' rules if they are making 20 or more employees redundant within any 90-day period at a single establishment.

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