



July 2020 Update

Welcome to this month's update - where we discuss the latest legislation and guidance.

In this month's edition, we report on:

- Is your business Covid-19 compliant?
 - Could a right to working from home be enshrined in UK law following lockdown?
 - The new points-based immigration system
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Is your business Covid-19 compliant?

Since Covid-19 started to affect businesses in March, we have been doing everything we can to help business owners through these uncertain times.

This includes providing the most up to date and relevant advice and guidance on furloughing, managing employees throughout and the Risk Assessments needed to return employees to work.

With many employees now starting to return to work, we have focused our efforts in helping you to:

- Ensure the safety of your workers
- Increase your productivity

Risk Assessment

As you think about reopening your business, did you know that if you have more than 50 workers, you need to publish your risk assessment on your website and display a Notice when you have conducted the process?

However, regardless of your business size, (even if you are a company with only a few employees), you still need a risk assessment.

The risk assessment is about identifying sensible measures that you can take to control the risks of Covid-19 in your workplace.

To give you complete peace of mind, we can provide a full risk assessment document, with guidance for you and your employees for a **fixed fee of £400**, which includes 30 minutes of telephone advice.

If you just need part of this, then we can supply the sections you need for a lesser fee.

We can guide you through:

- How to take care of your staff and safeguard their health on their return to the workplace
- The COVID-19 Risk Assessment you should do
- The steps needed to get your workplace safe

COVID-19 Response Plan:

Template documents for implementing a practical return to work to include:

- * guidance for returning to work for employees
- * Risk assessment document
- * workplace zone allocation
- * high traffic use identification
- * practical adaptations to the workplace
- * cleaning schedule and task allocation spreadsheet
- * supplies ordering record
- * meeting guidance
- * how to assess your workplace initially and on a regular basis

The risk assessment is about identifying sensible measures that you can take to control the risks of Covid-19 in your workplace.

Employers: To give you complete peace of mind we are offering this package of documents and a 30 minute advice call for a fixed price of £400.

Contact us: How to negotiate your business through the risk assessment process

Could a right to work from home be enshrined in UK law after lockdown?

Officials at the Business, Energy and Industrial Strategy Department have put forward the possibility of enshrining a right to work from home in law, as part of a variety of options to help the UK transition out of lockdown.

Some businesses are finding it hard to persuade their employees it is safe to return to the workplace, even after undertaking a risk assessment.

It seems while some employees are keen to get back to the workplace as they miss their colleagues and working in an office environment, other employees have enjoyed the flexibility of working from home in terms of assisting with childcare, no commuting and a better work life balance.

While working from home is not for all employees, for those that have enjoyed it, it makes it harder to prise these employees out of their homeworking space.

It is wise to have a Homeworking policy and/or guidelines to include for example:

- * expectations on hours / objectives employees are expected to comply with plus flexibility built in
- * consider a trial period if the homeworking is to be offered on a longer-term basis
- * if payments are made by the employer for the cost of bills such as faster broadband connections
- * the computer equipment and office furniture that may be needed
- * setting aside a proper space which affords them peace to work undisturbed
- * the ability by the employer to end homeworking

Employers: We can assist with homeworking guidance and flexible furlough leave agreements

Contact us: Our Homeworking Policy is £65 and Flexible Furlough Leave Agreement is £45

The new points-based immigration system

From 1 January 2021, free movement of people within the EU will end.

The Home Office has issued the UK's new points-based immigration system: an introduction for employers.

It contains guidance on the proposed points-based immigration system, which assigns points for specific skills, qualifications, salaries and shortage occupations.

Visas are then awarded to those who gain sufficient points

From 1 January 2021, anyone coming to the UK to work will need to demonstrate that:

- * they have a job offer from a Home Office approved sponsor
- * the job offer is at the required skill level – RQF 3 or above (A Level and equivalent)
- * they speak English

In addition to this:

- * if they earn more than the required minimum salary they are eligible to make an application
- * if they earn less than the required minimum salary threshold, but no less than £20,480, they may still be eligible, if they can demonstrate that they have a job offer in a specific shortage occupation or a PhD relevant to the job

Anyone coming to work in the UK will need to show they are paid the higher of the specific salary threshold for their occupation (the 'going rate') and the general salary threshold. However, some applicants will be able to trade characteristics, such as their qualifications, against a lower salary. The general minimum salary threshold will be £25,600

Employers: Ensure you understand these rules before the 1st January

Contact us: We can assist with updating contracts and offer letters to include this.

For more information or assistance Email: enquiries@employmentlawsupport.co.uk



Silverstone

Business Forum

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