

Coronavirus Emerging News and Changes

9th April 2020



Today's Webinar Panel

- **Monica Puri**, Principal Consultant
- **Darren Newman**, specialist Employment Lawyer

Today's discussion

- 1) Social distancing and self isolation protocols for Refuse Collectors
- 2) Honorarium considerations for front line staff - regional and local feedback
- 3) Further discussion on Furlough
- 4) Schools update on the Easter bank holiday
- 5) NQT's induction decisions³ by the DfE

Please send 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

Refuse Collection

1. Social Distancing for refuse collectors
2. Specific Advice from WISH
3. Issues within the region on self isolation
4. Any questions or advice – please contact us

Honorariums

WME consultation with REO's in the country

1. North West - Lancaster City Council are paying £100 a month honorarium for April & May
2. West Midlands – Stoke on Trent are paying £200 for frontline staff in Social Care roles
3. London boroughs - agreements with unions to amend overtime rules and paid weekend work.
4. Offer to key staff to increase hours if they are a part time hours worker or an agency worker.
5. WME advice – Please discuss this with us

Furlough and the Job Retention Scheme – Regional and National Feedback

1. Feedback on Furlough from REO's in the Country
- 2. North West** - 1 District Council has furloughed all staff at its Leisure Trust
3. Advice from the LGA – where Furlough may be appropriate
 - LGA encourages employers to 'top up' employees' wages by the 20% not reclaimable through the scheme.
 - Guidance on this can be found on WME's COVID-19 website

Schools Update

1. Keeping schools open over Easter

2. Staffing Schools over Easter and pay

Support Staff: Additional hours + enhancements for Bank Holiday pay

Teaching Staff: Locally determined –There are several options available for teaching staff:

- **A fixed payment**
- **Calculation of a normal daily** rate based on the teacher's individual salary.
- **A separate contract**
- All options could include an **additional enhancement** for working on the Bank Holidays.
- If you need any advice please discuss with us

3. Time off for additional hours worked

4. NQT will be able to qualify this academic year

Next Steps...WME will:

- Continue to review FAQs in line with changing guidance (including separate school guidance and FAQs)
- To provide Regional Statistics on the impact on the workforce
- Contacting Unions to establish dialogue about key workforce issues
- Provide guidance next week on how to manage working hours
- Run weekly webinar and virtual meetings for Heads of HR
- Launch “Public Sector Heroes” campaign

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