

Coronavirus Emerging News and Changes

2 April 2020



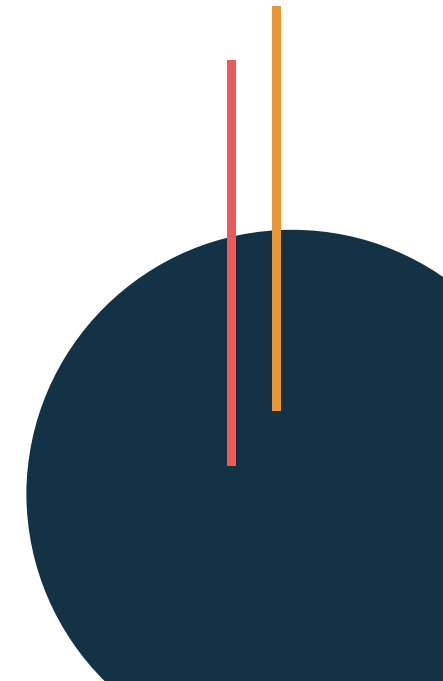
Today's Webinar Panel

- **Lorna Young**, Principal Consultant WME & Education
Coronavirus Lead
- **Darren Newman**, specialist Employment Lawyer
- **Harry Honnor**, LGA Senior Advisor (Workforce & Negotiations)
- **Phil Bundy**, LGA Senior Advisor (Employment Law)

HAPPY BIRTHDAY HARRY



[This Photo](#) by Unknown Author is licensed under [CC BY](#)



Today's discussion

- 1) Annual leave – changes to Working Time Regulations (carry forward) and requirement for employees to take a proportion of leave
- 2) Furlough – where might this apply in Local Government
- 3) Casual workers – reference period for calculating average pay

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 e mail in a follow up – contact details as previously

Annual leave

Change to Working Time Regulations:

Up to 4 weeks leave can be carried forward over the next 2 leave years

Also FAQs on

- Asking employees to take proportion of Annual Leave
- Refusing leave/refusing cancellation of leave

Furlough and the Job Retention Scheme in Local Government

Public sector organisations

The government expects that the scheme will not be used by many public sector organisations, as the majority of public sector employees are continuing to provide essential public services or contribute to the response to the coronavirus outbreak.

Where employers receive public funding for staff costs, and that funding is continuing, we expect employers to use that money to continue to pay staff in the usual fashion – and correspondingly not furlough them. This also applies to non-public sector employers who receive public funding for staff costs.

Organisations who are receiving public funding specifically to provide services necessary to respond to COVID-19 are not expected to furlough staff.

In a small number of cases, for example where organisations are not primarily funded by the government and whose staff cannot be redeployed to assist with the coronavirus response, the scheme may be appropriate for some staff.

Furlough and the Job Retention Scheme in Local Government

Looking for a commercial element.

Examples so far discussed:

Visitor info Centre

Business Centre

Leisure Centres

School Wrap-Around Care

Theatres/Cafes

Museums

Casual Workers

Reference period for calculating average pay

What period are LAs using?

Show of hands

- 12 weeks
- 52 weeks

Any other general questions on casual workers that we haven't covered?

Next Steps

WME will:

Continue to review FAQs in line with changing guidance (including separate school guidance and FAQs)

Provide regional guidance by **5 April** on “Furlough”

Contacting Unions to establish dialogue about key workforce issues

Provide guidance by the end of next week on how to manage working hours

Run weekly webinar and virtual meetings for Heads of HR

Launch “Public Sector Heroes” campaign

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

Or

Info@wmemployers.org.uk

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



Twitter - @wmemployers OR @rebeccadavisWME