

Coronavirus Update and Employment Questions Webinar 30 April 2020



Today's Webinar Panel



- **Lorna Young**, Principal Consultant



- **Darren Newman**, specialist Employment Lawyer

Today's discussion

1. Furlough/Agency/Casual Workers – current regional picture and questions
2. Testing
3. Fake news and unanswered questions!
4. Over to you – open questions session

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 email in a follow up

Furlough/Redundancy/Agency/Casual Worker

Regional update

- 10 responses to survey (2 met/unitary/county and 8 districts)
- Currently no redundancy processes started linked to covid-19 - future?
- 70% of those responding paying casuals using reference period
- Agency pay 80% or full pay? Currently respondents most on full pay – rationales.....
- Furloughs being considered not yet applied for:
 - Leisure services
 - arts/theatres
 - wrap around provision in schools



Testing – current picture as at 29 April 2020

Eligibility:

- Key worker with symptoms (key worker in respect of testing includes all Local Government employees)
- Volunteers in key worker roles (social care/LA Hubs) with symptoms
- Anyone with symptoms in the same household as a Local Government Worker
- Care home staff whether or not they are presenting with symptoms (prevention and tracking focus)

Testing - regional picture and contractual issues

Most LAs accessing local test centres through LRF rather than referring to government online booking (problems with location of test centres via this method)

Most have home testing available

Differences between Public Health England and Government advice about when employee can return on negative result

What about refusal to be tested?

Reason for refusal?

Green Book – right to request reasonable medical examination

Fake News and Unanswered Questions

Fake News

Some LAs been cited as the only ones who are:

Pursuing casework

Not adopting PPN02 in relation to agency workers

Unanswered Questions

Furlough and multiple contracts – HMRC advising some councils it is possible to continue with one contract

Teachers pay over holiday periods and what happens if schools open over summer holiday period (re-cap

Burgundy Book notice periods)

Open employment questions – it's over to you.....

Questions submitted:

Disciplinary warnings and timings of hearings

Is there any further guidance on the underlying medical condition category as to how long they should refrain from workplace (mainly frontline operational as others working from home). Conditions such as asthma

Next Steps

WME will:

- Continue to review FAQs in line with changing guidance (including separate school guidance and FAQs)
- Run webinar as needed and weekly virtual meetings for Heads of HR
- Continuing regional dialogue with TUS
- Looking at some focus and working groups in both LAs and Education sector re: planning for BAU/moving out of lockdown

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

m.puri@wmemployers.org.uk

Or

Info@wmemployers.org.uk

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



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