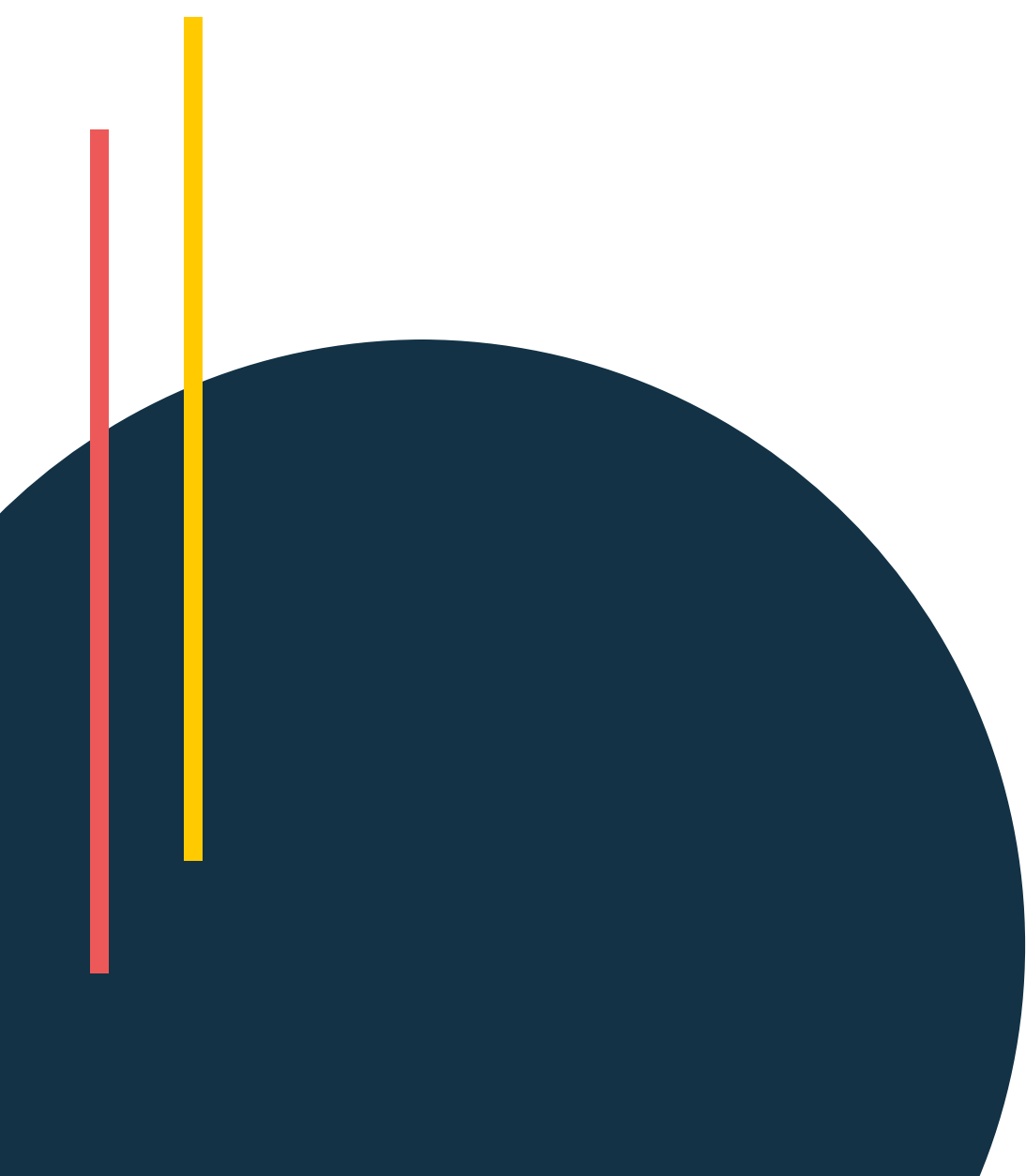


Coronavirus Emerging News and Changes 14 May 2020



Today's Webinar Panel



- **Lorna Young**, Principal Consultant



- **Darren Newman**, specialist Employment Lawyer

Today's discussion

1. Continuing with casework during the pandemic – survey results and example
2. Covid-19 Secure workplace guidance
3. Schools re-opening (including TU correspondence)
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

Casework Survey Results

- 20 Responses
- 75% continued with existing disciplinary investigations
- 31% have held disciplinary hearings since 23 March
- 25% held remotely - majority 75% mix of socially distanced and remote meetings
- 50% have continued with grievances cases
- Grievance hearings - 66.67% remotely, 11.11% socially distanced 22.22% mix of the two
- 60% have started new cases
- 50% have put some cases on hold
- 58% estimate only a quarter of cases being pursued
- **NO** LAs have gone ahead with hearings without TU reps

Casework Survey Results – s188

42.86% are continuing with some re-organisations

NO new s188 consultations have commenced

23.08% have a policy for assessing the need to continue with these

66.67% report TUs are engaging with these consultations when they are occurring (9 responses to this question)

NO reported new consultations in schools but only 1 out of 8 respondents state this is due to lack of TU engagement

You are not the only LA pursuing casework!

Capability Example

Performance capability – stage 2 hearing

Scheduled for December after stage 1 improvements not met

Delayed due to grievance raising significant issues

Occupational health involvement leading to further delays

Grievance investigation completed – not upheld

Now in lockdown – What to do?

Decision:

Proceed with scheduled hearing – based on past events, evidence based prior to lockdown. Scheduled prior to lockdown. Fair process measures implemented. Decision on stage 2 fair to proceed with

Process then paused – unable to implement support/monitoring effectively

Covid-19 Secure Workplace Guidance

- Guidance documents released on 11 May 2020 for 8 different workplace
 - <https://www.gov.uk/guidance/working-safely-during-coronavirus-covid-19/offices-and-contact-centres>
 - <https://www.gov.uk/guidance/working-safely-during-coronavirus-covid-19/construction-and-other-outdoor-work> - Highways maintenance
 - <https://www.gov.uk/guidance/working-safely-during-coronavirus-covid-19/factories-plants-and-warehouses> - Depot
 - <https://www.gov.uk/guidance/working-safely-during-coronavirus-covid-19/homes> – care work (not care homes)
 - <https://www.gov.uk/guidance/working-safely-during-coronavirus-covid-19/vehicles>
- All based on 5 key principles
 - 1. Work from home, if you can
 - 2. Carry out a COVID-19 risk assessment, in consultation with workers or trade unions
 - 3. Maintain 2 metres social distancing, wherever possible
 - 4. Where people cannot be 2 metres apart, manage transmission risk
 - 5. Reinforcing cleaning processes

Majority of LAs not changing any work practices at present but planning is commencing now – What support is needed??

Schools re-opening

Potential partial re-opening on 1 June

– Reception

– Yr1

– Yr 6

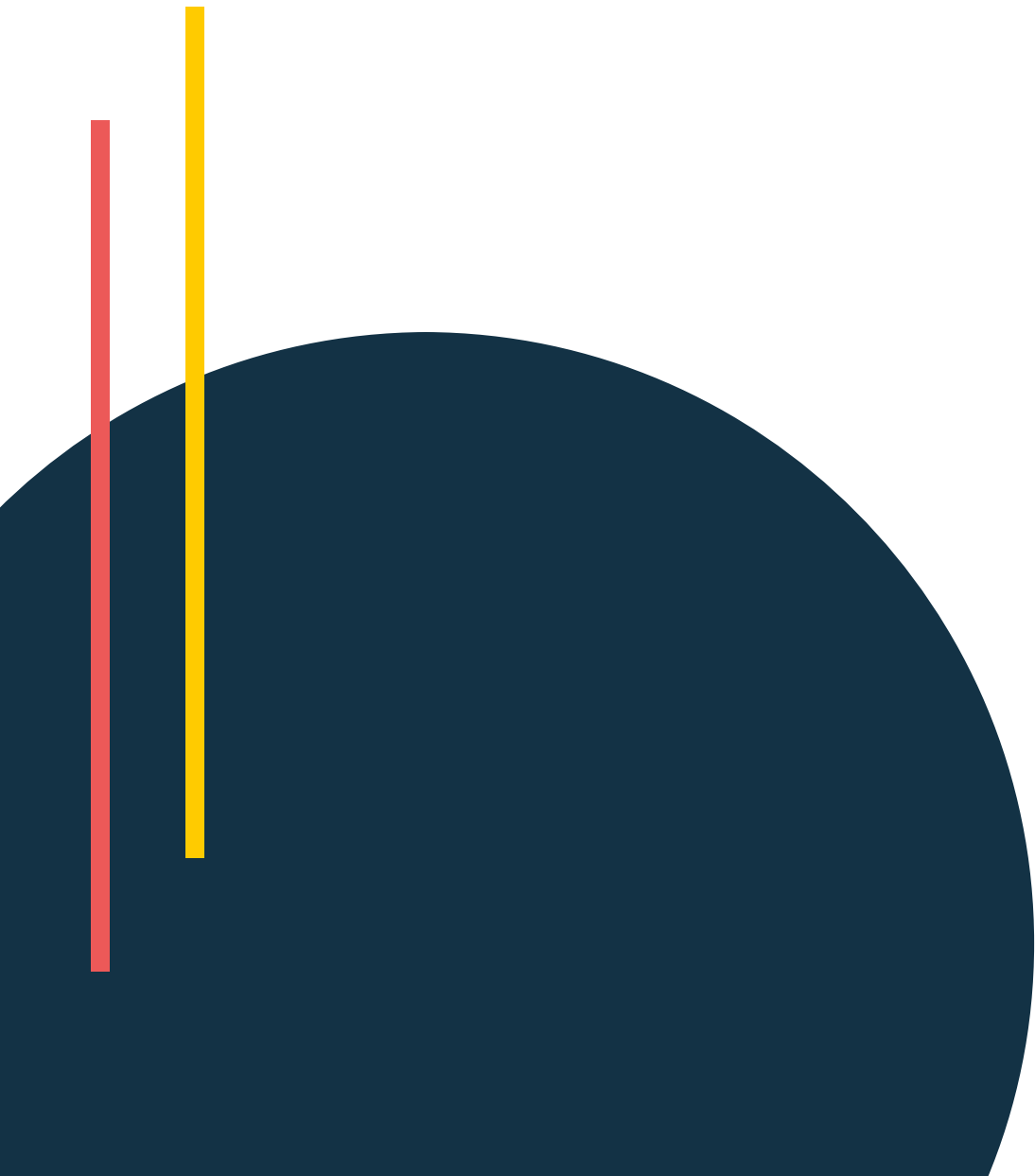
– Partial contact for yr 10 & 12

Issues? 3 tier system, union challenge (Letter NASUWT)

Guidance documents published – further questions being raised

Current position – Plan based on scientific advice to go ahead. Schools should continue to plan and prepare. WME hosting a meeting 15/5/20

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



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
- Canvassing views and surveying on information relevant to your decision making
- Develop templates and guidance documents

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



Twitter - @wmemployers OR @rebeccadavisWME