



REFRESHING LAW

Down to Earth

Employment law Q & A

Anna Denton-Jones

24th November 2021

Today

- Themes - what's been crossing my desk
- Questions already received
- Questions anyone wants to ask today





Employment tribunals

- Only 7% cases that start Early Conciliation leads to a tribunal hearing





Wellbeing/Mental Health





Conflicts rearing their heads

- Employee expectations vs manager expectations
- Furlough history
- Increased grievances





Unfair selection for redundancy

- Selection for redundancy
 - Because asked to be furloughed (Equality Act issues)
 - Because been on furlough
- Adjustments to selection scoring to cancel out period of furlough so comparing candidates equally





First batch Covid ET cases

- Judges balancing act





Cancer = disability

- Make sure you get advice
- www.macmillan.org.uk





Electronic signatures

- Use either:
 - Signing software like DocuSign or function in Adobe Pro
 - Scan ‘wet’ signature page and document and save as PDF
- Avoid – typed names
- Deeds need witnessing (IPR)





Homeworking

- Employer needs contractual right to access property to:
 - Do H&S risk assessments
 - Sickness absence meetings
 - Collect and maintain property
- Can put this in a homeworking policy but either contract needs to refer to the policy or policy needs section within it to be contractual





GDPR

- Emails auto forwarding from work email address to personal email address





Redundancy

- Pools
- Selection criteria:
 - Disciplinary record
 - Qualifications
 - Leadership skills
 - Productivity
 - Cost to the business
 - Experience
 - Absence
 - Attitude, flexibility and potential





Mental health

- Is there anything we can do as employers to prevent problems from happening before they start?





Essential training for employees

- Values of the organisation and what that really means: culture
- ‘Dignity at work’
- Conflict management





- Are there any best practices in inductions that can help with retention and happy employees?





Menopause

- Weave it into everything





REFRESHING LAW

Down to Earth

Contact Us: adenton@refreshinglawltd.co.uk

Phone 029 2059 9993 or 077977 545480

www.refreshinglawltd.co.uk



REFRESHING LAW

Down to Earth