

This Week in Employment Law

Detail on Parental Bereavement Leave Published

The government have now published more details on the Parental Bereavement (Leave and Pay) Act outlining several key points that employers need to know about the new entitlement in place from 2020:

- Biological parents, adoptive parents, most foster parents and legal guardians will be entitled to take two weeks' leave when their child, or the child they caring for, who is under the age of 18, dies. Close relatives or family friends will also qualify if they are responsible for the care of the child.
- Those with 26 weeks' continuous service will receive pay during the leave which is likely to be at the same rate as statutory maternity pay, whilst others will be entitled to unpaid leave.
- Employees do not have to provide their employers with notice of taking leave if they plan to take it in the initial period after the death.
- There will also be no need for employees to provide employers with evidence of the bereavement when taking leave in the initial period.
- In a significant change to the original plans, leave can be taken within 56 weeks of the bereavement and taken as a single block, or as two separate weeks.

Google staff stage walk out over 'sexist' work culture

Thousands of employees at Google offices around the globe have staged a walk out in protest over an alleged workplace culture in which sexual harassment, gender inequality and racism exists. This action follows the news that a former executive was paid \$90m in severance despite sexual misconduct allegations against him.

Did you know?

The compensation available to employees who suffer sexual harassment, or any other form of discrimination, is unlimited. Employers must take care to protect staff and prevent harassment in order to avoid costly employment tribunal claims and potential reputational damage.

Waitrose editor resigns over 'vegan' comments

Editor of the Waitrose food magazine, William Sitwell, has resigned from his role following a backlash over his comments regarding vegans. In what has since been described as an ill-advised joke, Sitwell made reference to 'killing vegans' and 'force feeding them meat' in emails to a freelance journalist.

Did you know?

You can dismiss an employee for conduct that brings the company into disrepute, including public remarks or social media activity. It is best practice to include this in employment contracts and have evidence to show the impact on your business.

Confusion around right to work checks under no-deal

Recent contradicting remarks by the Immigration Minister and the Home Secretary have created confusion over employers' requirements to complete 'right to work' checks on EU nationals in the event of a no-deal Brexit. This has generated some concern from employers about how to protect their business.

Did you know?

Estimates suggest that there are 3 million EU nationals living in the UK, many of whom are working. Employers need to stay up to date with Brexit developments in the coming months to ensure they do not breach immigration laws when hiring EU staff in the future.

Employers must start planning ahead for the introduction of parental bereavement leave and pay. If you need help with this, or any other family related policies, get in touch with our 24 hour Advisory Service.

Please contact the 24 Hour Advice Service for advice on your specific situation before acting on the information in this publication.