

This Week in Employment Law

2019 Summer of Sport – Are You Prepared?

With World Cups in cricket, netball and football all taking place over the coming weeks, as well as the annual Wimbledon tennis tournament, employers should consider how to manage employees during these major sporting events to ensure minimal disruption to productivity and performance at work:

- Have a specific sporting events policy in place to outline your stance on managing employee behaviour during the upcoming tournaments.
- Set your stall out as early as possible on short notice requests for annual leave and inform staff whether you are willing to allow temporary flexible working arrangements during the tournaments.
- Review existing rules around internet and mobile phone use to prevent staff being distracted by matches that take place during the working day.
- Some may opt for alternative ways to keep staff updated on developments to boost morale, including placing a TV in the staff room, however, consider how to minimise distraction and other legal issues.
- Got employees calling in sick on the morning after a ‘big match’? Ensure you conduct a thorough return to work interview to help assess whether their sickness is genuine.
- Ensure the workplace remains free from banter between fans that could qualify as harassment or discrimination.

Burn-out to be a recognised medical condition in 2020

The World Health Organisation (WHO) have announced plans to make ‘burn-out’ a recognised medical condition in 2020. The WHO described burn-out as ‘chronic workplace stress that has not been successfully managed’ with symptoms including feelings of mental exhaustion and reduced efficacy.

Did you know?

Employers should keep working hours under review to avoid over-working staff. Understanding the law on rest breaks and annual leave is key to preventing burn-out and other forms of mental ill health. Keeping an eye on presenteeism is also encouraged.

Majority of workers in favour of greater pay transparency

A study by YouGov has revealed that 56% of UK workers would be in favour of pay information being made public in order to tackle pay inequality. The study adds more weight to calls from trade unions and campaign groups to introduce new measures that tackle pay inequality.

Did you know?

Other than the gender pay gap report, which is mandatory for private sector employers with 250 or more employees, there is no requirement for employers to make salaries public. However, future initiatives could change this and shine more light on existing pay practices.

Home Office release figures on settled status applicants

More than 750,000 EU citizens have applied to remain in Britain after Brexit according to figures released by the Home Office. Whilst there continues to be concerns about valuable EU workers leaving the UK, over 103,000 Polish nationals have already applied to remain: more than any other nationality.

Did you know?

Under the EU Settlement Scheme, EU citizens who have lived in the UK for 5 consecutive years will be granted settled status, giving them the right to remain indefinitely. It remains to be seen how this right will be affected, if at all, by the ongoing political developments.

Big sporting events can be a great way to boost morale and build camaraderie at work, however, it is important that employees are managed appropriately to maximise this and avoid any potential disruptions. For further assistance in this regard make sure to call 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.