

Updated travel corridor rules revealed

On Friday 3 July, the government released a full list of countries from which travellers do not need to quarantine for 14 days upon re-entry into England. We explore what this means for employers below:

- Initially, individuals re-entering England from any overseas country needed to self-isolate, or quarantine, for a period of 14 days in order to protect against potential further spread of coronavirus.
- An announcement on 3 July outlined that from 10 July some countries will be exempt from this provision.
- This means that, provided they are showing no symptoms of COVID-19, anyone returning from an overseas trip to the listed countries – eg Germany, Italy, France and New Zealand – will technically be able to return to work straightaway.
- The 14 British Overseas Territories are also exempt, as are the Isle of Man and Channel Islands, provided individuals have not travelled to any country not on the list as part of their journey.
- This largely removes a potential headache for employers in England who do not need to contend with an extra 2 weeks' absence.
- It is important for employers to ascertain an employee's holiday destination as return from some countries will still require quarantine.
- This development applies to England only.

Government bonuses to firms offering Traineeships

Employers across England will be given £1,000 for each young person they train, as the Government pledges 30,000 new traineeships to 16-24 year olds in hopes to curb youth unemployment. This offers classroom based teaching in English, Maths & CV writing, together with unpaid work experience of up to 90 hours.

Did you know?

Other than traineeships, employers can support young people by becoming a work experience host through Jobcentre Plus for those aged 18 to 24 and some over 25-year-olds. Employers will not be asked to pay participants, or receive payment, as Jobcentre Plus covers the participants' benefits and travel costs.

Government update on Statutory Sick Pay rules

The Statutory Sick Pay (SSP) rules have been extended once again. SSP is now payable, subject to qualifying criteria, to individuals who must self-isolate because someone in their 'linked' or 'extended' household bubble has contracted coronavirus or develops symptoms. Linked/extended household are permitted under recent lockdown relaxations.

Did you know?

Usually, SSP would be payable after 4 days of absence but it is now payable from day one of coronavirus related absences. Employers can, however, claim this back under the Coronavirus SSP Rebate Scheme, to a maximum of 14 days, if they have fewer than 250 employees.

Lecturer wins tribunal constructive dismissal case

An ex-lecturer at a university has been successful in a claim of constructive dismissal. Despite the employee's claims that she was not coping with her workload, the employer failed to provide additional resources and support and did not pay extended sick pay during a stress related sickness absence.

Did you know?

Employers who breach the implied term of mutual trust and confidence by their actions, or failure to act, may face a claim of constructive dismissal. Although this involves a resignation, it is driven by the employer's behaviour leaving the employee entitled to consider themselves dismissed.

Employers are reminded that the list of exempt countries where quarantine is not required may change as the coronavirus situation continues to develop. Our 24-hour Advisory Service is on hand to provide up-to-date guidance on this and other coronavirus related HR topics.

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