

## Spain no longer exempt from UK quarantine

**The Government announced on 25 July that Spain has been removed from the quarantine-free 'travel corridor'. We explore what this means for employers below:**

- With coronavirus cases rising in Spain since the country was added to the travel corridors list on 3 July, the Government has announced that anyone returning from mainland Spain (and its islands) to England, Wales, Scotland or Northern Ireland on or after 26 July will need to self-isolate for 14 days.
- The Foreign and Commonwealth Office is advising against all but essential travel to mainland Spain.
- Employees who have gone to Spain and its islands assuming no self-isolation would be needed on their return will now have to self-isolate for 14 days.
- Therefore, employers should contact the employee on their return to determine how the two-week period will be managed.
- There are a few ways this could be covered including: a period of homeworking; annual leave/unpaid leave being enforced by employers.
- Statutory sick pay is not payable for this type of self-isolation.
- Government advice is constantly changing so employers should keep checking the current situation in case it changes again before their employee comes back, and also for other countries which are added/removed from the list.

### 31 July deadline for furlough claim period ending 30 June

31 July marks a very important date for businesses. Employers must make sure a claim to the furlough scheme for periods relating to pre-30 June is submitted by 31 July. This means that employers will not be able to recover any money from the scheme, from 1 August onwards, for periods relating to before the end of June.

#### Did you know?

Employers can decide on their own claim period but, from 1 July 2020, the minimum claim period is seven days. This means that employers cannot make a claim more frequently than every seven days. However, this does not mean that furlough periods must last for at least seven days.

### Tribunal urged to increase time limit to 6 months

The Law Society has urged the Government to increase the time limit for making claims to an employment tribunal from 3 to 6 months. As cases awaiting judgement stand at over 40,000, the Society says that urgent action is needed to clear this backlog, especially as coronavirus has halted operations for so long.

#### Did you know?

An independent review into the tribunal system and modern working was carried out in 2017, resulting in the Government's 'Good Work Plan' which confirmed that sanctions will be introduced for employers who commit repeated breaches of employment rights. The maximum penalty is £20,000, with effect from 6 April 2019.

### Tribunal hears a case on employment status

The Employment Tribunal has held that a hairdresser who worked on a self-employed basis was in fact an employee, and is entitled to the benefits afforded to those classified as such. The content of the contract the claimant worked under did not reflect the reality of the day-to-day working relationship.

#### Did you know?

The main tests for determining employee status includes whether the individual is under the control of the employer; is part and parcel of the employer's undertaking; is not in business on their own account; is required to do the work themselves; and mutuality of obligation exists between employer and the individual.

Employers may want to assess viable ways to cover the isolation period if staff choose to travel to Spain, or other non-exempt countries. Our 24-hour Advisory Service is on hand to provide up-to-date guidance on the alternative working arrangements and more.

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