

## New tiered lockdown system launched in England

**Prime Minister Boris Johnson has announced a three-tier alert system that will be implemented across England from Wednesday 14 October in response to regional rises in coronavirus cases.**

- Areas in Tier 1, or Medium, will continue on current national measures, such as bars and pubs closing at 10pm.
- Areas in Tier 2, or High, will stop all social mixing between households indoors, but businesses will remain open.
- Areas in Tier 3, or Very High, will see most pubs and bars closed. Additional business closures may also be implemented.
- Currently, Liverpool City Region is to be placed into Tier 3, where gyms, betting shops and leisure centres will also close.
- In response, the government's new Job Support Scheme is being expanded to help businesses in the UK who are required to close, as seen recently in the central belt of Scotland.
- Here, the government will pay two-thirds of employees' salaries, up to a monetary cap of £2,100 per month per employee.
- To be eligible for this expansion, employees must have been out of work for a minimum of at least 7 consecutive days.
- Businesses in Tier 1 and 2 will still be able to benefit from the original Job Support Scheme.
- Here, employees will work at least a third of their normal hours and the government will provide pay for one third of the time they do not work, up to a cap of £697.92 per month.
- Employers will pay employees for hours worked and also contribute another third of employee wages for the time they do not work.

### Domestic abuse report released by the CIPD

A survey carried out by the Chartered Institute of Personnel and Development (CIPD) highlights that only around 24% of employees are aware that there is a policy in place at their workplace to support employees who are suffering from domestic abuse. The CIPD are now urging employers to have a 'well-publicised policy and framework of support in place'.

#### Did you know?

Whilst not a legal requirement, guidance from the Government advises employers to acknowledge domestic abuse within the business, review policies to ensure that the workplace is supportive and responsive to any abuse disclosures, and to refer the affected employee for external help.

### Employment Tribunal claims data released

The Employment Tribunal has released its latest claims data which shows that the number of claims made by individuals in April-June 2020 has increased by 18% since the same period last year. This has been the largest level of individual claims since 2012/13. Additionally, figures show that there were 21,438 unfair dismissal claims made from April 2019-March 2020.

#### Did you know?

Tribunal claims can take a long time to be heard, so employers should ensure that they work towards avoiding it. Employees might be more likely to question an employer's decisions or practices due to the current economic situation, eg failure to follow a fair redundancy procedure.

### Whistleblowing detriment not 'continuous', says EAT

The claimant in this case made a protected disclosure and was subjected to a detriment as a result by being placed onto a new contract. He argued that his dismissal years later was part of continuing detrimental treatment following this. However, the tribunal ruled the new contract was a 'one-off' act, meaning his claim was out of time.

#### Did you know?

When bringing a claim for whistleblowing detriment, claimants must present their claim within three months of the act in question or the last day of a continuing act. Examples of a 'continuing act' are a policy or process that causes continued detriment.

The Job Support Scheme will open on 1 November for businesses across the UK. Our 24-hour Advisory Service is on hand to provide up-to-date guidance on using this new scheme and more.

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