

📞 0844 561 8133

# Latest Employment Law: Coronavirus

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 **Croner**

**The Government's roadmap on easing lockdown in England has been released. Here is a rundown from an employment law perspective:**

## **Step One - from 13 May 2020**

- ✓ For the foreseeable future, workers should continue to work from home rather than their normal physical workplace, wherever possible.
- ✓ All workers who cannot work from home should travel to work if their workplace is open.
- ✓ As soon as practicable, workplaces should follow the new "COVID-19 Secure" guidelines
- ✓ When travelling everybody (including critical workers) should continue to avoid public transport wherever possible.

## **Step 2 - no earlier than 1 June 2020**

- ✓ A phased return for early years settings and schools. Schools should prepare to begin to open for more children from 1 June.
- ✓ Opening non-essential retail when and where it is safe to do so

## **Step 3 - no earlier than 4 July 2020**

- ✓ Open at least some of the remaining businesses that have been required to close, including personal care (such as hairdressers and beauty salons), hospitality and leisure facilities (like cinemas).

## **What employers should do:**

- ✓ Continue to allow working from home. However, not all jobs can be done from home. If the workplace is open and employees cannot work from home, they can travel to work.
- ✓ Change shift patterns and rotas to keep smaller, contained teams.
- ✓ Consider staggering working hours and expanding bicycle storage facilities, changing facilities and car parking to help

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