



Lockdown to Recovery

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JOURNEY FROM LOCKDOWN TO RECOVERY



IMPACT OF COVID-19

- Lay offs
- Temporary Wage Subsidy Scheme
- Pay cuts
- Redundancies

LAY OFF

- A temporary solution – reasonable for the employer to believe that the “cessation of work” will not be permanent
- Suspension of right to trigger redundancy payment
- Potential tsunami of claims for redundancy payment
- Not sustainable
- Reintegration or redundancy?



PAY CUTS?

- Consent?
- Permanent? pay restoration?
- Legal risks
- Non-legal risks
- Reduced hours?



REDUNDANCY?

- Act reasonably
- Selection criteria – fair, transparent and objective
- Under scrutiny at WRC
- Collective Redundancy
 - 5 employees in an establishment employing 21-49 employees.
 - 10 employees in an establishment normally employing 50-99 employees.
 - 10% of employees in an establishment normally employing 100-299 employees, or
 - 30 employees in an establishment normally employing 300 or more employees
- Consultation key - mandatory 30-day consultation for collective
- Mandatory notification to Minister



WORKFORCE – QUESTIONS TO CONSIDER

- Employee wellbeing – a flash in the pan?
- Remote working – a panacea for a better work life balance?



RETURN TO THE WORKPLACE – COMMON ISSUES

- What if an employee is reluctant to return to work?
- Do we need to temperature test employees?
- What if employees are flouting the mandatory measures?
- What if an employee becomes ill with Covid-19 while at work?
- Remote working – a panacea for a better work life balance?



WORKPLACE - WORKING TOGETHER TO SUPPRESS COVID-19 IN THE WORKPLACE

- Covid-19 Business Plan
- Pre-return to work form
- Induction and Training

Key Takeaways

01

Continue
planning

02

Decisions:
Reintegrate
or
Redundancy

03

Accept conflict,
deal with
challenges -
reasonableness

04

Strong
communication

05

Shared
collaborative
approach

Get in Touch



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