

## 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





- 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.
- $\circ$  10 employees in an establishment normally employing 50-99 employees.
- $\circ$  10% of employees in an establishment normally employing 100-299 employees, or
- $\circ$  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**

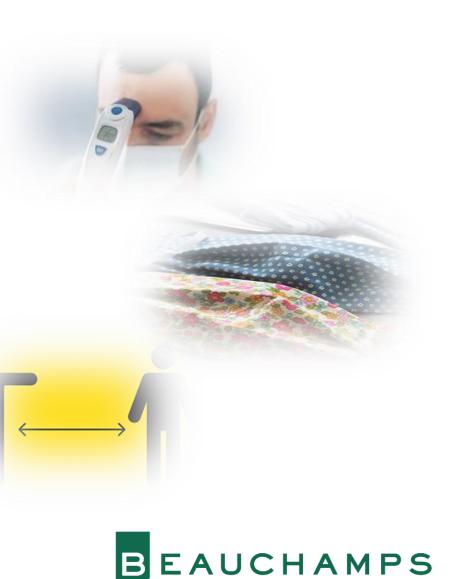
- Employee wellbeing a flash in the pan?
- Remote working a panacea for a better work life balance?





## **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?

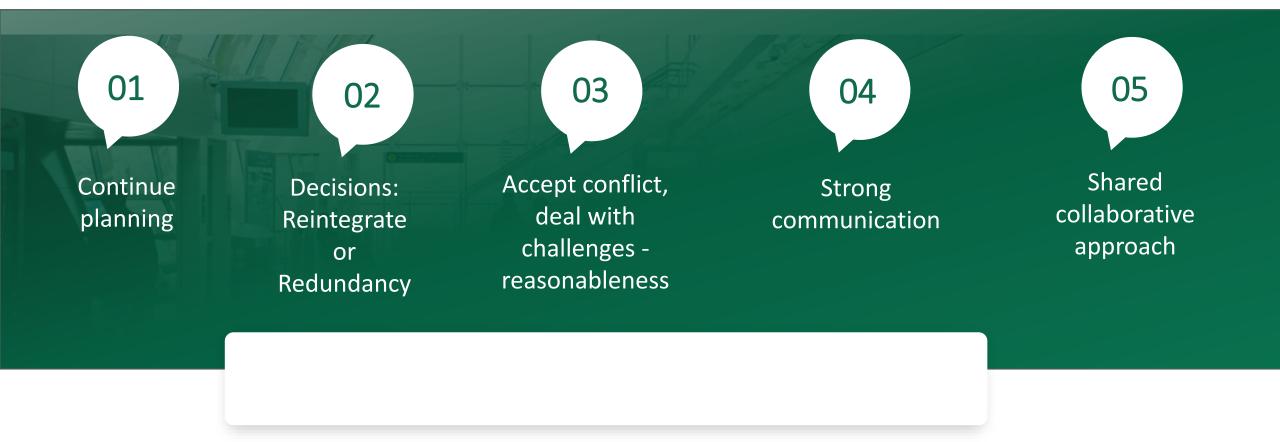


# WORKPLACE - WORKING TOGETHER TO SUPPRESS COVID-19 IN THE WORKPLACE

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



# Key Takeaways



BEAUCHAMPS

# Get in Touch



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