

Pattinson & Brewer Solicitors

Free Legal Advice to help working people during the Coronavirus National Crisis

I know many of you are worried about the impact of the coronavirus lockdown on your job and finances. To try and help, our Employment Rights lawyers will offer **free legal advice** to anyone who believes they have been treated unfairly by their employer.

Our firm is one of the longest established in the UK – we represent thousands of working people every year. Emily Bradshaw (@emilybrdshw) our Head of Employment Rights is leading the team of lawyers available to help you.

Call us free on our 24/7 helpline on 08003077660, and one of Emily's team will get back to you to see if we can help.

You may have a potential claim if:

- You have recently been made redundant by your employer without them having given consideration to offering you furlough leave.
- Your employer has made at least 20 employees in your workplace redundant without complying with their obligations to consult with you.
- You have been dismissed or subjected to a detriment for exercising your right to request dependant or parental leave.
- You are an agency, casual, or zero hours worker who has been refused SSP having been prevented from attending work because they have symptoms or have been identified as vulnerable by the Government.
- Your employer has stopped paying or reduced your wages without your agreement.

If you feel one of these situations applies to you, or if you feel you have been treated unfairly in another way, then please contact us for **free legal advice**.

In addition, here is some helpful information about your current rights at work.

- All employees should be allowed to work from home where possible, and if they are from a vulnerable group, display symptoms, or are living with someone who displays symptoms, then they should not be attending work, even if they would usually be required to do so.
- Those individuals who are unable to attend work due to displaying symptoms, living with someone who displays symptoms or being directed as vulnerable by the Government, should all qualify for sick pay, either company sick pay or SSP.
- Statutory sick pay is £94.25 and applies to those who earn at least £118 per week before tax. In normal circumstances, sick pay starts on the fourth consecutive day that you are unable to work. However, this week it was announced that employees will receive statutory sick pay from the first day that they are sick or self-isolate because of coronavirus. Many organisations offer their staff sick pay which goes beyond the statutory minimum. Speak to your employer.
- Agency workers, casual worker and workers on zero hours contracts are likely to be entitled to receive at least statutory sick pay.

- Employees may be able to arrange to take time off as holiday or unpaid leave (but employers do not have to agree to this).
- Dependents leave is a right an employee has to take a reasonable amount of time off to care for dependants in an emergency. The amount of time off must be “reasonable” - for example, you might take 2 days off to start with, and if more time is needed, you can book holiday or request parental leave (see below). There is no statutory right to pay for dependant leave. However, some employers might offer pay depending on the contract or workplace policy. If a dependant such as a partner, child or relative in the same household gets coronavirus symptoms, you should receive Statutory Sick Pay (SSP) as a minimum for this time.
- Parents who have been with their employer for a year or more also have a right to request parental leave. Parental leave is unpaid and limited to 18 weeks for each child. A week must be taken at a time and a maximum of 4 weeks can be taken a year in respect of each child. Whilst an employee takes parental leave their employment rights will remain protected, including their annual leave entitlement and right to return to work. Usually 21 days’ notice must be given in order to take parental leave but employers may be willing to waive this in the current circumstances.

If you need help in relation to any of the above please contact our free 24/7 helpline on 08003077660

I hope we will be able to help you. Take care and stay safe.

Jamie Hanley

Partner, Head of Client Relations

Find us on Twitter: @PB_Employment / @TradeUnionLaw / @jamiehanley / @emilybrdshw