

Coronavirus Guidance and Resources

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Government Guidance

The Government has issued guidance in their response to the COVID-19 outbreak. Different guidance has been issued for England, Wales, Scotland and Northern Ireland. Please check the up to date guidance for each jurisdiction for applicability to each region. This is a developing area and daily changes to the guidance should be anticipated.

- Guidance for employees, employers and businesses in providing advice about the novel coronavirus: <https://www.gov.uk/government/publications/guidance-to-employers-and-businesses-about-covid-19#history>
- Self-Employed Income Support Scheme: <https://www.gov.uk/guidance/claim-a-grant-through-the-coronavirus-covid-19-self-employment-income-support-scheme>
- Guidance on social distancing for vulnerable people (30 March 2020): <https://www.gov.uk/government/publications/covid-19-guidance-on-social-distancing-and-for-vulnerable-people>
- Guidance on social distancing for everyone in the UK (30 March 2020): <https://www.gov.uk/government/publications/covid-19-guidance-on-social-distancing-and-for-vulnerable-people>
- Guidance for employers and businesses on coronavirus (3 April 2020): <https://www.gov.uk/government/publications/guidance-to-employers-and-businesses-about-covid-19/guidance-for-employers-and-businesses-on-coronavirus-covid-19>

- HMRC has published guidance on who can use the Coronavirus (COVID-19) Statutory Sick Pay Rebate Scheme to reclaim employee coronavirus-related Statutory Sick Pay (SSP). It also includes information on records that must be kept for making such a claim (3 April 2020): <https://www.gov.uk/guidance/claim-back-statutory-sick-pay-paid-to-employees-due-to-coronavirus-covid-19>
- The Presidents of the Employment Tribunals in England and Wales and in Scotland have jointly published a set of frequently asked questions (FAQs) on issues arising from the COVID-19 pandemic. They include matters such as the conversion of hearings to telephone case management discussions, compliance with orders and directions, judicial mediation, illness of parties, and technology and etiquette in video hearings: <https://www.judiciary.uk/wp-content/uploads/2020/04/FAQ-final-edition-date-03-April-2020.pdf>
- Updated guidance on the Coronavirus Job Retention Scheme (first published 26 March and updated on 4 April 2020): https://www.gov.uk/guidance/claim-for-wage-costs-through-the-coronavirus-job-retention-scheme?mc_cid=177bacbc11&mc_eid=bf3bf3c725
- Coronavirus (COVID-19): guidance for apprentices, employers, training providers, end-point assessment organisations and external quality assurance providers (6 April 2020): <https://www.gov.uk/government/publications/coronavirus-covid-19-apprenticeship-programme-response/coronavirus-covid-19-guidance-for-apprentices-employers-training-providers-end-point-assessment-organisations-and-external-quality-assurance-pro>

Coronavirus legislation

This is a developing area. So far in the context of employment the following should be noted:

- (a) **The Coronavirus Act 2020** (most employment related elements in force since 25 March 2020): <http://www.legislation.gov.uk/ukpga/2020/7/contents/enacted>
- (b) **The SSP (General) (Coronavirus Amendment) Regulations 2020 SI 2020/287** (in force 13 March 2020): Amend regulation 2 of the **SSP (General) Regulations 1982 SI 1982/894** to deem unfit for work a person who is self-isolating in accordance with official guidance.
- (c) **The SSP (Coronavirus) (Suspension of Waiting Days and General Amendment) Regulations 2020 SI 2020/374** (in force on 28 March 2020) remove the usual three

waiting days before SSP is payable in a coronavirus case. They also make clear when a person is deemed incapable of work (Schedule 7).

- (d) The **Working Time (Coronavirus) (Amendment Regulations 2020 SI 2020/365** (in force 26 March 2020) amend regulations 13 and 14 of the **Working Time Regulations 1998** in order to provide that a worker can carry forward statutory holiday entitlement into the next two holiday years if it is not reasonably practicable to take them at the normal time due to the effects of the virus. This only applies to the basic four week entitlement in regulation 13 but not the additional annual leave under regulation 13A. It is not yet clear what will make it not reasonably practicable to take leave within the relevant annual leave year but it might be matters such as self-isolating and too sick to take leave; lay-off or furlough; being required to work.



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