

Employment Law Exchange Quiz 2 – COVID-19

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| Geoff has been furloughed He was asked by his employer to ‘helpout’ at his employer’s brother’s business. This is fraud. |  |  |  |
| Plasma Ltd wants to call back to work premises homeworking staff. They have specified that facemasks must be work at work. Jenny suffers from asthma and says she cannot return to work if she has to wear a mask. She can be lawfully dismissed. |  |  |  |
| 3 Wayne, aged 27, usually commutes to work by bus and is calledback from being furloughed. The buses are very full, due to COVIDrestrictions and he is often late for work. He is dismissed lawfully. |  |  |  |
| 4 On the same basic facts as Q, Wayne’s employers tell him tocycle or walk to work. He refuses and is lawfully dismissed. |  |  |  |
| Philip has been working at home He has suffered from stressand anxiety. He is called back to work when his employmentre-opens. He is a security guard and works alone. He says he can’tcope and wants changes. ‘Being alone at home for weeks was badenough-I can’t be alone here as well’. He is told that ‘In thecircumstances, it would be better if he found other work’. He can claim for unfair dismissal. |  |  |  |
| Mary was cycling to work and was stopped by the police and fined for ’riding far too closely to another cyclist’. She must pay up |  |  |  |
| Sharon has received a bonus , usually of £5k a year. Staff have been told that furloughed and staff working at home are excluded from this years’ scheme as the former group ‘have not done much work this year, and the latter that we have not been sure how hard you have been working’. It will be an unlawful deduction. |  |  |  |
| Ratchet Ltd has announced redundancies. The company, in selectingpeople to be retained, will give priority to those who have continued working during the crisis. These are predominately senior managers and manual staff, both groups comprising mainly male workers. This will be lawful. |  |  |  |