



Reluctant to return to the office?

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[Sophie Vanhegan](#), partner at specialist employment law firm GQ|Littler, said some employees become “ineligible” for their bonus if they have a “disciplinary sanction” marked against their name, which could be brought about by a refusal to physically go back in.

“If they refuse to go back to the workplace and get a formal warning as a result, this may mean they get zero bonus”.

“Many employers will wish to tread carefully to avoid reputational repercussions, and the cost and time spend of defending costly Tribunal claims”.

“They may also face claims for failure to make reasonable adjustments if they don’t consider making adjustments such as transferring them to another role which could be done from home rather than simply dismissing them,” said Vanhegan.

Read the full article [here](#).