



The Next Normal - An Employment Law Perspective

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This is not another guide – this is the law.

As many companies now emerge from the ‘crisis management’ stage, where soft skills and flexibility were key, we are starting to look at a workforce now dispersed in their homes across the country. In the next months, many employers will want to start at putting a sustainable structure around this new normal to make sure they are legally compliant. Each article below is about 500 words long, covering the main issues you need to consider.

- **How can employers reconcile working from home and confidentiality?** - by [Deborah Margolis](#)
When employees’ homes double as the office space there are a number of potential risks.
- **Bracing employers for post-pandemic flexible work requests** - by [Elliott Lauder](#)
Will this taste of flexible working lead to a wave of flexible working requests once the pandemic is over?
- **Discrimination, harassment and bullying in Covid times** - by [Paul Quain](#)
Is the risk of discrimination or bullying at work diminished with most people currently working from home?
- **Disciplinarys and grievances where employees are working from home or ‘furloughed’** - by [Philip Cameron](#)
Can you run a grievance and/or disciplinary online? What do you need to consider?
- **Expensive business, what employees are entitled to at home** - by [Chris Coombes](#)
Since lockdown employers have needed to quickly ensure staff have the equipment they need to perform their jobs.
- **Safe at home: An overview of employers’ health and safety obligations** - by [Kate Potts](#)
With the lockdown expected to last many more weeks, it is now time to take a look at health and safety obligations.
- **A matter of Policy - Do you need a working from home policy now?** - by [Lisa Rix](#)
What does the new normal mean for a Working From Home Policy? Do you need one, and if so, what should be in it?

If you have any questions about the above topics, please do get in touch with your usual GQ|Littler contact or reach out to [Paul Quain](#).