

Topic: Hybrid Working

In a hybrid working model, what are the risk factors of an employee bringing a claim because of either lack of opportunity and recognition or intrusive use of monitoring tools?

- **Government Guidance** - Reducing the spread of respiratory infections, including COVID-19, in the workplace
URL: [https://www.gov.uk/guidance/reducing-the-spread-of-respiratory-infections-including-covid-19-in-the-workplace#what-to-do-if-a-member-of-staff-has-symptoms-of-a-respiratory-infection-including-covid-](https://www.gov.uk/guidance/reducing-the-spread-of-respiratory-infections-including-covid-19-in-the-workplace#what-to-do-if-a-member-of-staff-has-symptoms-of-a-respiratory-infection-including-covid-19)

- **The Employment Rights Act 1996**
URL: <https://www.legislation.gov.uk/ukpga/1996/18/contents>

- Sec 47(e) Flexible working
URL: <https://www.legislation.gov.uk/ukpga/1996/18/section/47E>
 - The concept of detriment
 - Deer v University of Oxford [2015] EWCA Civ 52
URL: <https://www.bailii.org/ew/cases/EWCA/Civ/2015/52.html>
 - Equality and Human Rights Commission Code of Practice - Par 4.9 & par 9.8
URL:
<https://www.equalityhumanrights.com/sites/default/files/employercode.pdf>

- Sec 80(F) Statutory right to request contract variation
URL: <https://www.legislation.gov.uk/ukpga/1996/18/section/80F>

- Sec 80G Employers duties in relation to application under section 80F
URL: <https://www.legislation.gov.uk/ukpga/1996/18/section/80G>

- **Intrusive Monitoring**
 - Data Protection Act 2018
URL: <https://www.legislation.gov.uk/ukpga/2018/12/contents/enacted>