

my@toolkit

Remote working: avoiding the
employment law pitfalls

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FREETHS

Remote working: avoiding the employment
law pitfalls

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- Flexible working requests
 - Homeworking agreements
 - Protecting confidentiality
 - Data protection (arising out of lockdown)
 - Protecting clients and customers
 - Q&A
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- Flexible working requests – change in working hours/pattern or location
- Informal vs formal flexible working requests
- Eligibility requirements for making a formal request
- Dealing with a formal request – employer obligations
- Turning down a flexible working request
- Other employment law obligations to consider

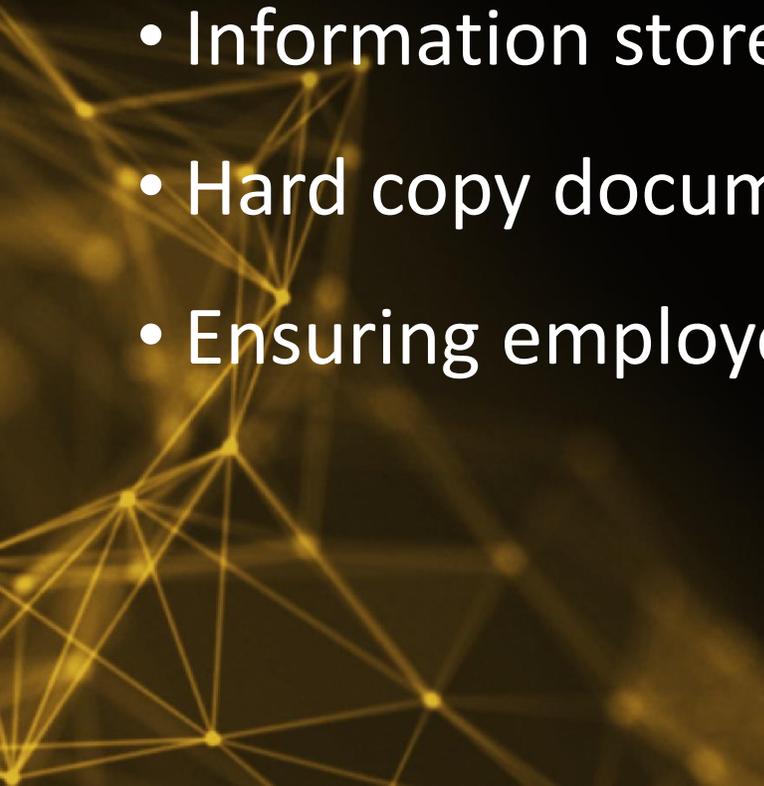
Homeworking agreements

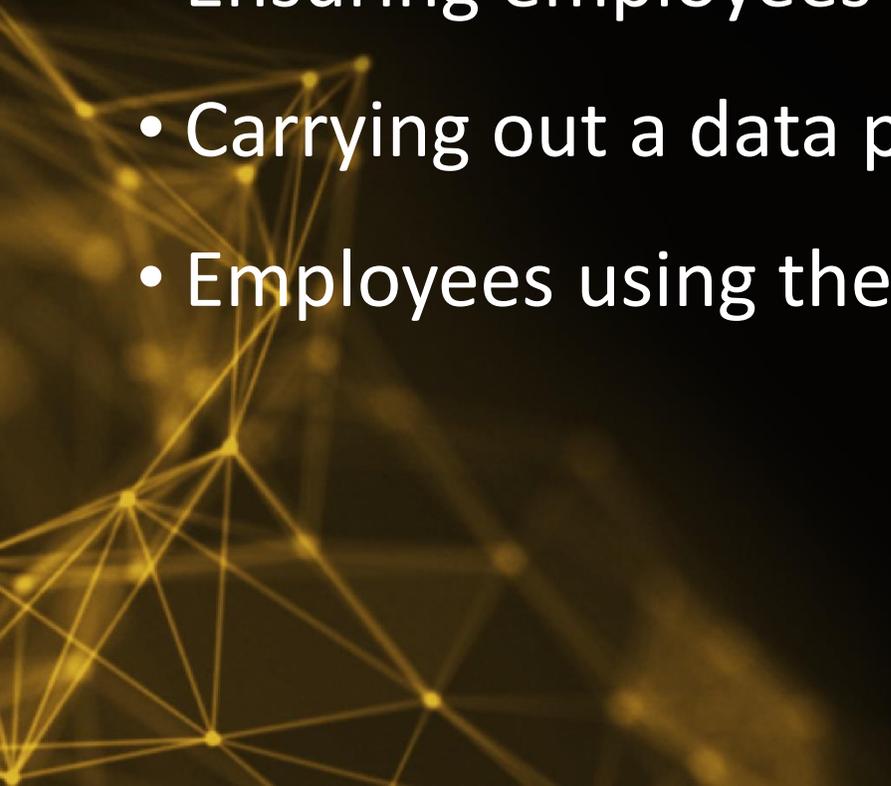
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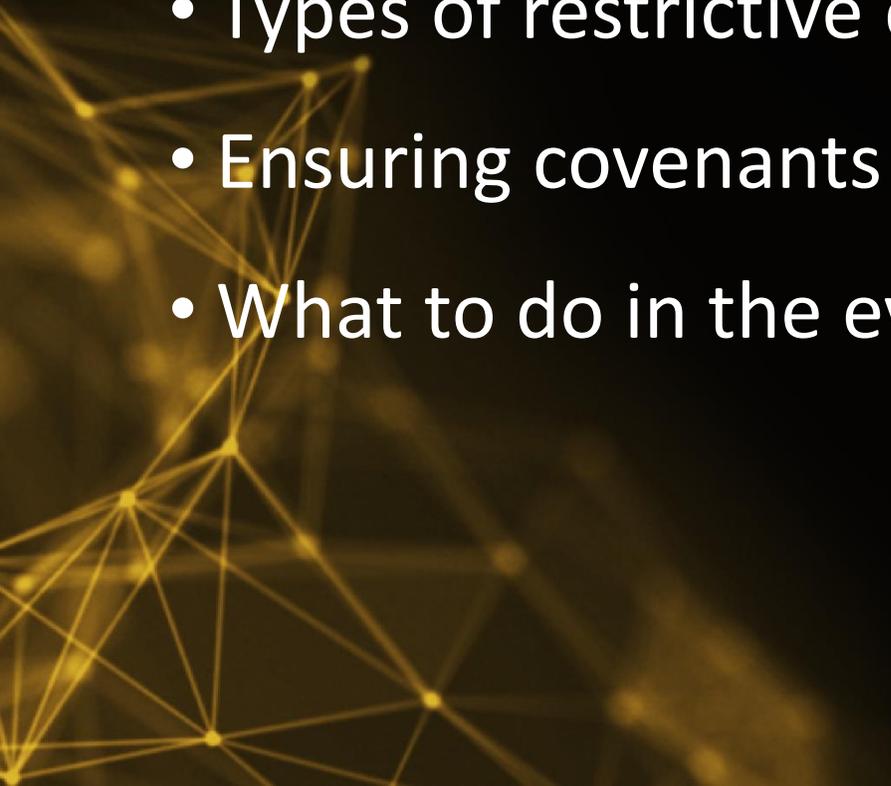
- Requests made under Flexible Working Policy or specific Homeworking Policy
 - Health and safety considerations
 - Performance considerations
 - Employee wellbeing whilst working from home
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- A decorative graphic in the bottom-left corner consisting of a network of yellow lines and dots, resembling a molecular structure or a data network, set against a dark background.

Protecting confidentiality

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- What is confidential information?
 - Confidentiality issues with remote working
 - Information stored electronically
 - Hard copy documents
 - Ensuring employees are aware of their obligations
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- Data protection law should be considered in addition to any measures put in place to protect confidentiality
 - Ensuring employees are aware of their obligations
 - Carrying out a data privacy impact assessment
 - Employees using their own devices
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- Use of restrictive covenants to protect the employer's legitimate business interests
 - Types of restrictive covenants
 - Ensuring covenants are enforceable
 - What to do in the event of a breach
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Q & A

Contact details

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