

Air traffic control issue disrupts flights across UK

Tens of thousands of UK travellers have had their flights delayed or cancelled due to a 'technical issue' with air traffic control on Monday. We look at the impact for employers.

- Although the issue was resolved on Monday, travellers across the UK are expected to experience significant delays that could last for days due to logistical problems such as planes and crews being in the wrong places.
- Employees who will miss their first day back at work because flight delays are affecting their return journey have a responsibility to get in touch with their employer to let them know they won't be back in work as planned. Normal absence notification procedures should be followed although it may be helpful if employees speak with their employer as soon as they know that they will not be back in time so that alternative arrangements can be made.
- If the employee does not get in touch, it would initially go down as unauthorised absence until they confirm to their employer why they were not in. Employers should keep an open mind and try to find out why. It may be that the timings of their delayed flight meant they were unable to get in touch when they should have.
- Try to come to an agreement over how to categorise the absence; for example, taking more annual leave, using up some time banked in lieu or taking unpaid leave.

Pay growing at a record annual pace, according to latest figures

The latest Labour Market Overview published by the Office for National Statistics (ONS) records annual growth in regular pay (excluding bonuses) as 7.8% in April to June 2023, the highest regular annual growth rate since comparable records began in 2001. It was also reported that there are still more than a million unfilled positions, highlighting the workforce pressures on many businesses. The CIPD pointed out that the pay figures only resulted in real growth of 0.1% after inflation was factored in.

Did you know?

Most employees are unlikely to be seeing the benefits of this growth in regular pay due to the increased cost-of-living, so employers should continue to focus on ways to support financial wellbeing.

Claimant loses unfair dismissal claim after attending work with Covid symptoms

The claimant was employed by the respondent from 1999. In his role as General Manager, he supervised some 80 staff. This required the claimant to maintain high levels of responsibility and integrity in his duties. However, he was dismissed for gross misconduct in December 2020 after he attended work with Covid symptoms. It was found that despite the claimant's long service the decision to dismiss fell within the band of reasonable responses and his claim for unfair dismissal was dismissed.

Did you know?

The Tribunal was satisfied that the statutory minimum procedure had been adopted. On the substance, it was found by the Tribunal that the principal reason for the dismissal was the misconduct of the claimant.

Employers may need to prepare for disruption to their business if employees cannot return to work from annual leave when planned due to flight delays. Contact our 24-hour Advisory Service for up-to-date guidance on this and more.