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Covid-19: How to Manage Anxious Returners Following Recent EAT Ruling

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Article explores a recent Employment Appeal Tribunal (EAT) decision and emerging themes that might help UK businesses manage those who are anxious about returning to the workplace coming out of the COVID-19 pandemic. In this case, the EAT held that a parent with a vulnerable child at home, who argued that he was in serious and imminent danger in his workplace due to Covid-19, was lawfully dismissed when he refused to attend work. However, employers can take several steps, such as following government public health guidance, keeping lines of communication open, reminding employees of the benefits to being in the office and offering mental health support, to support their employees and mitigate workplace anxiety.

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