

## COVID19 - Country Updates - Germany

Updated 3rd April 2020

If an employee is infected with COVID-19, they will be entitled to continued payment of remuneration (paid by the employer for up to six weeks) as per the statutory rules on compensation in case of sickness.

If the employee is quarantined by the authorities under the German Infection Protection Act, they will be entitled to public compensation for up to 6 weeks for lost earnings and statutory sick pay for any further period. Within the first six weeks, this compensation needs to be paid out by the employer who can claim reimbursement.

In addition to the priority of health protection, the employer should develop a concept as to whether and how operational processes can be maintained.

Where an employee has come into contact with an infected colleague, they should be asked to undergo a medical examination, and until the results are available, should be released from work or work from home. As a matter of course, confidentiality has to be observed as far as possible.

In general, if there is a reason to believe that an employee poses a risk to the health of other employees, for example because they have been in a risk area, the employer may unilaterally exempt the worker and deny them access to the premises. However, the employee retains their right to remuneration during this exemption period.

If a business is closed in Germany due to an official ban, the employees are entitled to compensation (for up to 6 weeks for lost earnings and statutory sick pay for any further period). The initial 6 weeks of payment will be paid out by the employer, who can claim reimbursement from the authorities, and the following period will be paid solely by the authorities.

If a business is closed in Germany by way of precaution but without an official ban, employees will remain entitled to their compensation even if they cannot perform their work due to the temporary closure. Alternatively, working from home can be agreed between the employer and employee so long as the employee is adequately compensated.

## Let our Network Become Your Network

Through our local staff and global network, we can support your business on-the-ground when challenges and borders prevent you from being there yourself.



## Supportive Services to Suit Your Business

Mauve Group's solutions help you to adapt to a changing global environment and position your business securely. Our service packages can be engaged in the short- or long-term for your global employees or overseas entities.

**1 Employee Mobility** – If you have employees who want to return to a home country for health or safety reasons, we can help by facilitating their employment in that location and advise of any in-country liabilities that might arise for your organisation. When movement is limited globally, we can review immigration requirements and provide much needed travel advice through our Global Visa and Immigration services.

**2 Payroll, Tax and Risk Assessments** – Our teams in Payroll and Compliance can assess fiscal impacts, liabilities or risks that may arise from adapting your in-country business to new conditions, such as risk of permanent establishment. For relocating staff, we can carry out payroll calculations as well as salary and benefit benchmarking. We can provide advice on new governmental economic measures available to your business or workers, and any benefits or incentives due to home-based employees.

**3 In-country Operational Cost Review** – Our local experts can review the operational costs of your international business, make suggestions to reduce in-country expenditure and implement them as needed.

**4 Remote Working Solutions** – We can help to facilitate employees to work remotely on a long or short-term basis. If they are unable to travel or need to work from a different location to the office, our Global Payroll or Employer of Record solutions can make this possible. Our teams can consult on HR compliancy in-country, ensuring your contracts and HR procedures adhere to labour law through our HR Risk Assessments and Employment Factsheets.

**5 Remote Entity Management** – Need help with the logistics of managing your overseas entity from afar? We can offer in-country representation on your behalf, granting you access to our on-the-ground staff and expert partners. Should you need to open or close an entity due to changing business needs or accessibility issues, we have the network to facilitate this.

**6 Employee Wellbeing** – To preserve peace-of-mind for international and remote workforces, we can offer local insurance covers, access to in-country points-of-contact, local education and training, and worker protection and evacuation services through our partnership with an international security firm.

## Why Use Mauve?



Experience helping organisations expand into new territories



Established network in over 150 countries worldwide



Clients stay with us - average contract length of 5 years