



HR
Solutions

Employee wellbeing and engagement during a pandemic.
30th April 2020



Introductions

Key contacts



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Agenda

1. Supporting employees affected by COVID-19
2. Maintaining engagement across your business



| Supporting employees affected by COVID-19

• Supporting employees

Employee has symptoms of the virus:

- Self-isolation for 7 days from onset of symptoms
- Company Sick Pay or SSP from day 1
- Assess fitness to work remotely if mild symptoms
- Cannot be on Furlough and Sick Leave at the same time
- Maintain contact
- EAP Scheme

• Supporting employees

Others have symptoms at home:

- Self-isolation for 14 days
- Assess ability to work remotely
- If cannot work remotely - Statutory Sick pay from day 1
- Maintain contact
- EAP Scheme

• Supporting employees

Bereavement due to COVID-19:

- Compassionate / Bereavement Policy
- Sick Leave
- Parental Bereavement Leave
- Furlough
- EAP Schemes

• Supporting employees

Looking after children:

- Schools are still closed for non key-workers
- Cannot work from home
- Furlough
- Confirm in writing

• Supporting employees

Shielding or Vulnerable groups:

- Formal Government advice to shield
- Ways to ensure risks are reduced
- Cannot work from home
- Furlough
- Confirm in writing

• Supporting employees

Working and Teaching:

- Many parents are juggling more responsibility
- Flexing working hours
- Adapting working patterns
- EAP Scheme

• Supporting employees

Mental Health:

- All employees

- Listen
- Contact
- Adjustments
- Support/ EAP

• Supporting employees

Coronavirus Emergency Volunteering Leave (EVL)

- The Coronavirus Act 2020, Schedule 7
- Statutory Unpaid Leave for Volunteering
- Set block of 2, 3 or 4 consecutive weeks of EVL
- Awaiting Regulations for more details



A woman with long brown hair, wearing glasses and a brown knit sweater, is sitting at a white desk. She is smiling and talking on a white mobile phone held to her ear. In front of her is an open silver laptop. To the left of the laptop is a colorful mug with a geometric pattern of green, blue, and yellow triangles. She is holding a blue pen over an open notebook on the desk. The background shows a window with white blinds. A dark red banner with white text is overlaid across the middle of the image.

| Maintaining engagement across your business

• Maintaining Engagement

- Regular communication
- (Microsoft Teams / Zoom / Skype / Go To etc)
- Company Updates
- Time to just talk to colleagues
- Encourage colleagues to call as opposed to send e-mails
- Ensure that important information is still shared

• Maintaining Engagement

- Employee surveys for input whilst working from home
- Find out how people are really feeling
- Encourage managers to still have one to ones with their team

• Maintaining Engagement

Recognition

- Ensure that staff are still recognized for their efforts

• Maintaining Engagement

- Team Building activities (Quiz's)
- Celebrate Birthdays and Special Occasions
- Try to have some fun

• Maintaining Engagement

- Review Company benefits
- Do they still support a home-based workforce?
- Flexibility of working hours





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