

Wurkplace LIVE: HR Advice for Employees & Employers

Host: Mark Whitfield
Panellist: Karen Owen
Amanda Tipping

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AREAS COVERED IN THIS SESSION:

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- Furlough update/ Clarifications
- Covid- 19 update
- More Signs & Effects of Mental Health after COVID with Amanda Tipping (Mental Health First Aider)
- Mark's Question's & Answers from the panelists



Covid-19 & the workplace

Supporting employees impacted by school closures

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- If an employee can work from home then they should and it may be that as an employer you are able to make adjustments to the hours and / or the role-based on this unprecedented circumstance.
- If working from home is not an option then HMRC has provided guidance that employees are eligible for the grant and can be furloughed, if they are unable to work, including from home or working reduced hours because they:

"have caring responsibilities resulting from coronavirus (COVID-19), such as caring for children who are at home as a result of school and childcare facilities closing, or caring for a vulnerable individual in their household" (subject to qualification)



Covid-19 & the workplace

Supporting employees impacted by school closures

- There is also the statutory right to Ordinary Parental Leave – 18 weeks' unpaid leave (subject to qualification).
- Time of for Dependents – unpaid time of for emergencies.
- Flexible working
- Annual leave.

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Furlough update

- From 3 March 2021 it was announced that the job retention/furlough scheme was to be extended to 30 September 2021.
- At present the government will continue to pay 80% of wages of employees on furlough/flexible furlough.
- In July 2021 this will change and the government will only contribute 70% of the employees wages for days furloughed and the employer will have to make up the additional 10% to make the total furlough monies to 80% (but capped at £2500.00).
- This changes again from August 2021 through to the end of September 2021 where the government have only committed to contribute 60% of the 80% furlough monies to furloughed staff. This means that employers must contribute 20% of the employees salary to make up the 80% of staff wages capped at £2500.00

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Furlough update

- At present for an employer to be eligible to place an employee on furlough, the employee must have been on the PAYE on 30TH October 2020.
- However, from 1st May 2021 employees who were on the PAYE from 2nd March 2021 will now be able to furloughed.

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Furlough update

- Employees can either be furloughed on a part time or full-time basis for a minimum of seven days.
- You must notify employees in advance what hours you want them to work the following week.

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Furlough update

- You should pay employees 100% of their contractual salary for any hours worked.
- You can choose to top up their salary on the dates that they are on furlough leave but this is not obligatory.
- You must agree with your employees a period of Furlough Leave and confirm agreement in writing.

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Furlough update

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Guidance for clinically extremely vulnerable is changing.

- The Government published their new roadmap which outlined dates certain restrictions could be lifted, what actions are needed and when they aim to do this and the factors which are needed to be met to enable us to be able to do this successfully. This roadmap included the advice given to the clinically extremely vulnerable meaning that as of the **1st April 2021** they will no longer be required to shield.
- This new advice now means that from **1st April 2021** this group will **no longer be eligible for Statutory Sick Pay (SSP) or Employment and Support Allowance (ESA)** under the reason being 'needing to shield'. It is still advised that if you can, you should work from home, but if this is not possible – to return to work.
- Even though it has been advised that the clinically extremely vulnerable no longer need to shield, it is still paramount businesses and individuals take necessary precautions and still protect themselves and others with the advice previously given – hand washing and social distancing



Furlough update

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Thanks Karen



The Signs & Effects of mental health after COVID

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With: Amanda Tipping



Our Mental Health First Aider

- What is a mental health first aid?
- Benefits of a mental health first aider.
- Key legislation and policy
- 5 Basic Steps to supporting Mental Health in the workplace

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The Signs & Effects of mental health after COVID

➤ What is a mental health first aid?

The help offered to a person developing, experiencing a mental health issue or health crisis.

The first aid is given by the first aid professional to help or until crisis appears to have resolved.

➤ Benefits of a Mental Health First Aider?

Teaches & Coaches people how to spot the early signs of mental health, including warning signs of a common crisis, how to offer and provide initial help, how to guide someone towards appropriate help/treatment.

Raise awareness of mental health issues within the workplace, reduce a stigma and discrimination.

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Key Legislation and Policy

- Over the last 20 years the government have pledged to improve health in England and to address the barriers of mental health.
- The legal framework within which we deliver care, include policies and legislation, which support services and signpost people to the right support including statutory mental health services through the NHS.
- Some drivers a key points of legislation that are required in the workplace, and on how mental health is approached, and duties employers carry towards employees who may be affected by mental ill health.

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A Timeline below highlights key changes and development to mental health policy and legislation in the United Kingdom;

- H&S at work Act 1974 - No health without mental health 2011
- Mental Health Act 1983 - Preventing Suicide in England 2012
- National Health Service and Community Care Act 1990 - Parity of Esteem, Health & Social care Act 2008
- National Service Framework for Mental Health 1999/2004 - Health & Social Care Act 2012

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The Signs & Effects of mental health after COVID

- Mental Capacity Act 2005 - Mental Health Discrimination Act 2013
- NHS Act 2006 - Crisis Care Concordat 2014
- Health & Social Care Act 2008 - Future mind promoting, protecting, and improving child and young people's mental health 2015
- Equality Act 2010 - Five year forward view for mental health & social work for better mental health 2016.

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5 Basic Steps to supporting Mental Health in the workplace

- Step one- Approach
- Step two- Listen and Communicate
- Step three- Support and Information
- Step four- Encouraging professional appropriate help.
- Step five- Support

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Steps to supporting Mental Health in the workplace

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Thanks Amanda





Finding work-life balance in the post-COVID world

Research among almost 2,000 high net worth individuals (HNWIs) and senior executives around the world highlights the extensive physical, emotional and economic fallout the pandemic has brought about. It examines how this unprecedented event will bring about changes that will shape the future of business, how we balance work and home life, and attitudes to wellbeing and mental health.



Key findings include:

Mental health and wellbeing

22%
Disturbed sleep



23%
Low mood / anxiety



21%
Fatigue



70%
of global HNWIs have had mental health symptoms, during the pandemic

21%
Anger / impatience



20%
Mood swings



2 in 5 board execs have delayed seeking help (40%)

Over half have increased focus on health and wellbeing



New ways of working



1 in 4 board execs will take fewer international trips

26% will stop all business travel

Nearly all board execs plan to make changes:



28% Invest in technology for flexible working



28% Review company infrastructure



16% Decentralise teams

Life-work balance



2 in 3

board execs have re-evaluated work-life balance (65%)

94% Almost all will make improvements

45%

Almost half of HNWIs will not return to fast paced life (45%)



1 in 5

board execs will now work from their holiday home (19%)



20%

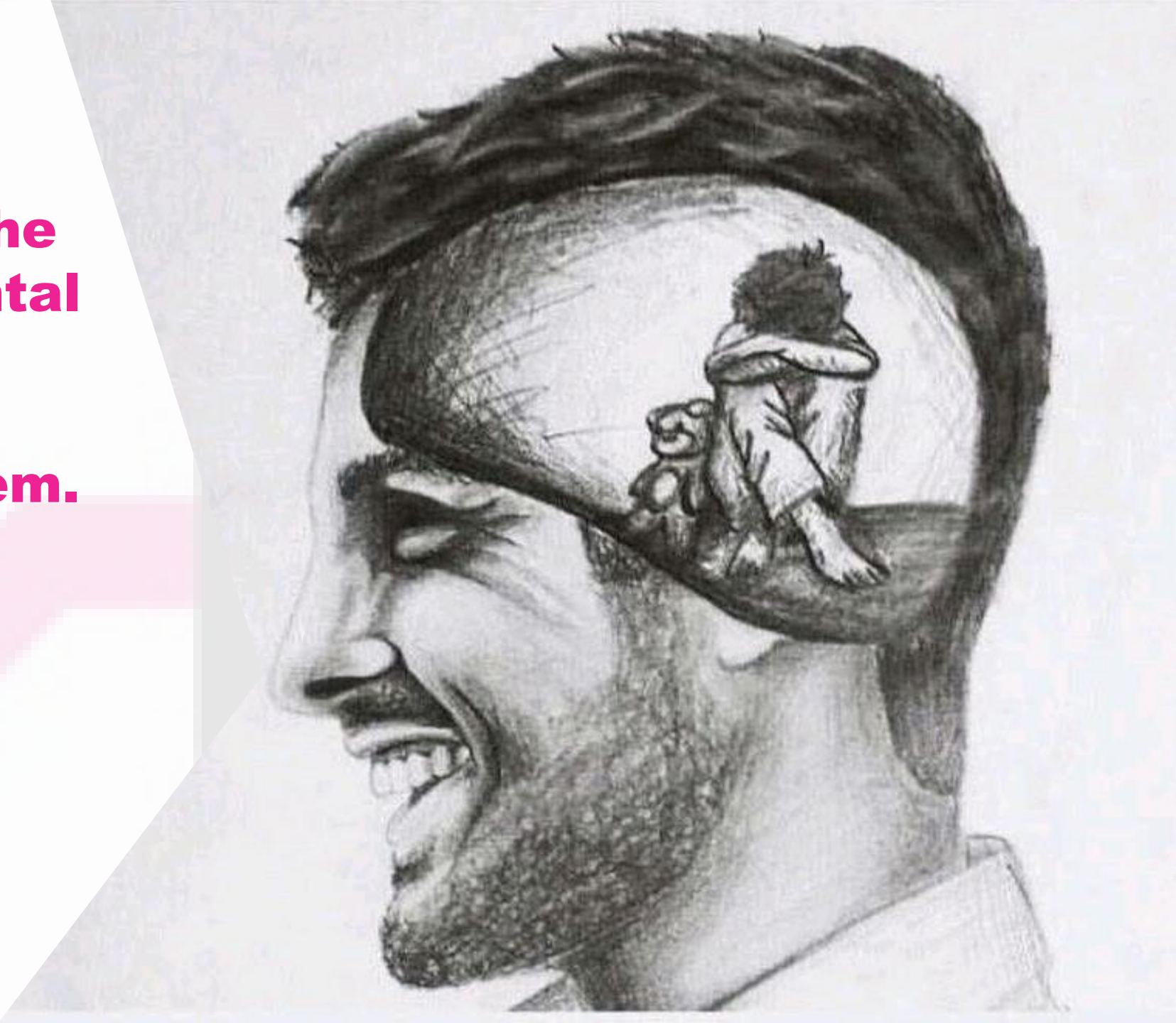
One in five will retire early



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It's hard to spot the signs of poor mental health because we've become so good at hiding them.

So what is the solution? ...





ACKNOWLEDGE THE IMPACT
THAT MENTAL HEALTH HAS ON
YOUR BUSINESS

ACCEPT THAT MENTAL HEALTH IS
SOMETHING WE ALL DEAL WITH
TO VARYING DEGREES

TAKE A PREVENTATIVE
APPROACH TO ENSURE THOSE
WHO ARE HEALTHY, STAY THAT
WAY



THE MENTAL HEALTH SPECTRUM



