

Wurkplace LIVE: HR Advice for Employees & Employers

Host: Mark Whitfield
Panellist: Karen Owen
Phil Crosby

4th March 2021



AREAS COVERED IN THIS SESSION:

- Furlough update/ Clarifications
- Covid- 19 update
- The signs & Affects of mental health after COVID with Phil Crosby (Founder of Links Wellness)
- Mark's Question's & Answers from the panelists

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Covid-19 & the workplace

Supporting employees impacted by school closures

- 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)

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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 foremergencies.
- Annual leave.

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Furlough update

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- Main updates are the inclusion of the ability to furlough due to having caring responsibilities as mentioned and the removal of the January 2021 review .
- And the big news from yesterday's budget (3rd March), the extension of the furlough scheme until September 2021.



Furlough update

- You can claim for employees who were employed on 30 October 2020, as long as you have made a PAYE Real Time Information (RTI) submission to HMRC between 20 March 2020 and 30 October 2020, notifying a payment of earnings for that employee.
- Employees will receive 80% of their usual salary for hours not worked paid, by the government up to £2500 per month, with Employers paying NICS and pension contributions.

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Furlough update

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- 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.

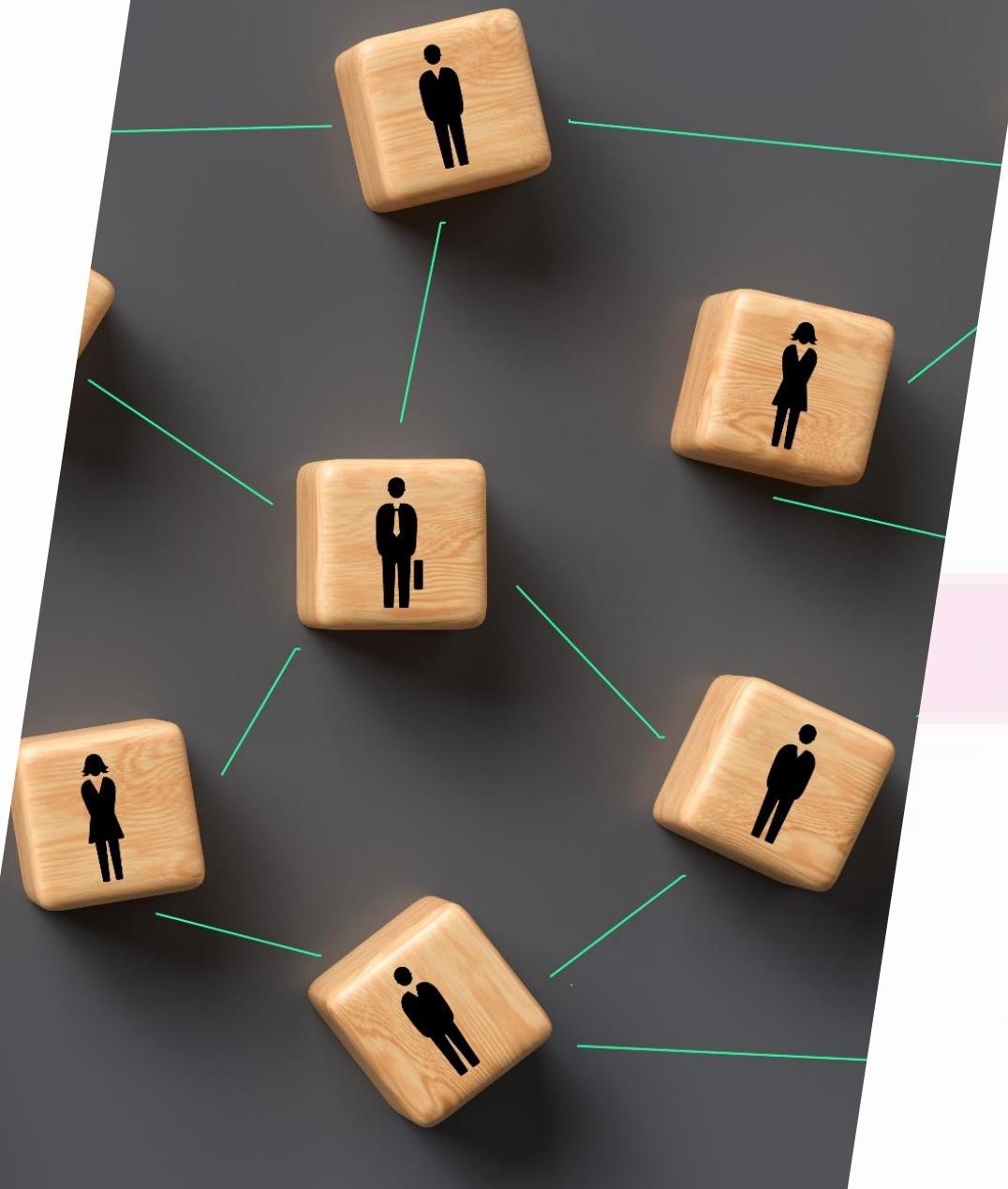


Furlough update

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- 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.





LINKS WELLNESS

**Mental Health
Considerations for
Employers in a
Post-Covid World**



AGENDA

- ◆ IMPACTS OF REMOTE WORKING
- ◆ RETURNING FROM FURLOUGH
- ◆ THE RIGHT APPROACH TO MENTAL HEALTH FOR EMPLOYERS



Impacts of remote working

Many employers had their hands forced to switch to remote working last year.

The obvious benefit felt by many is the realisation that, with little to no impact on productivity, there are potential huge savings to be made by switching to remote working on a permanent basis.

What of the impact on your staff? There have been many advantages and disadvantages for employees. These need to be considered when making future plans.



WFH BENEFITS FOR EMPLOYEES

- ◆ Increased flexibility
- ◆ No commuting
- ◆ Personalised working environment
- ◆ No office distractions
- ◆ Incorporate some life elements in to the working day
- ◆ See more of your family
- ◆ Save money



WFH DRAWBACKS FOR EMPLOYEES

- ◆ Too much family distraction
- ◆ Increased isolation
- ◆ Increased reliance on self-discipline
- ◆ Lacking workplace energy
- ◆ Decrease in effective communication
- ◆ Loss of impromptu conversation
- ◆ Physical impacts as a result of WFH environments



In summary...

- ◆ Engage with your staff on an individual basis. As employers, you want to get the best from each and every member of staff and the best way to do that is to take on board individual feedback.
- ◆ A blanket approach that is unsustainable for someone turns them from a potential asset in to a potential liability which is detrimental for both employee and employer. It could even result in losing a valuable member of staff.

Returning from furlough

- ◆ Some employees might now be approaching a full year of being furloughed.
- ◆ As a return looms a little closer in the distance what do employers need to consider when bringing staff back off furlough?
- ◆ What impacts have furlough had on the mindset of your staff and how might this impact their return?
- ◆ Do you bring some back full time and leave others furloughed, or do you bring as many back as possible but utilising a hybrid of working hours/furloughed hours?

THE RIGHT APPROACH TO MENTAL HEALTH FOR EMPLOYERS



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? ...





STOP LOOKING FOR SIGNS

STOP THINKING THAT MENTAL
HEALTH IS SOLELY ABOUT ISSUES

STOP BEING REACTIVE





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



ANY
QUESTIONS?



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.

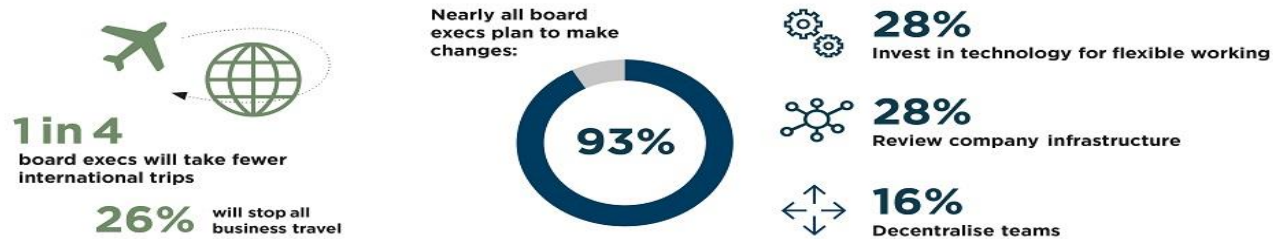


Key findings include:

Mental health and wellbeing



New ways of working



Life-work balance



workplace



