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Taking the risk out of your business
with our HR packages.

Wurkplace LIVE:
HR Advice for
Employees & Employers

Stress, Anxiety, and Their Effects

Host: Mark Whitfield
Guest: Henri Saha

AREAS COVERED IN THIS SESSION

1. Covid-19 News and Updates
2. Stress, Anxiety, and Their Effects
3. Q&A with Mark
4. Wrap up.



COVID-19 News & Updates

COVID 19 News



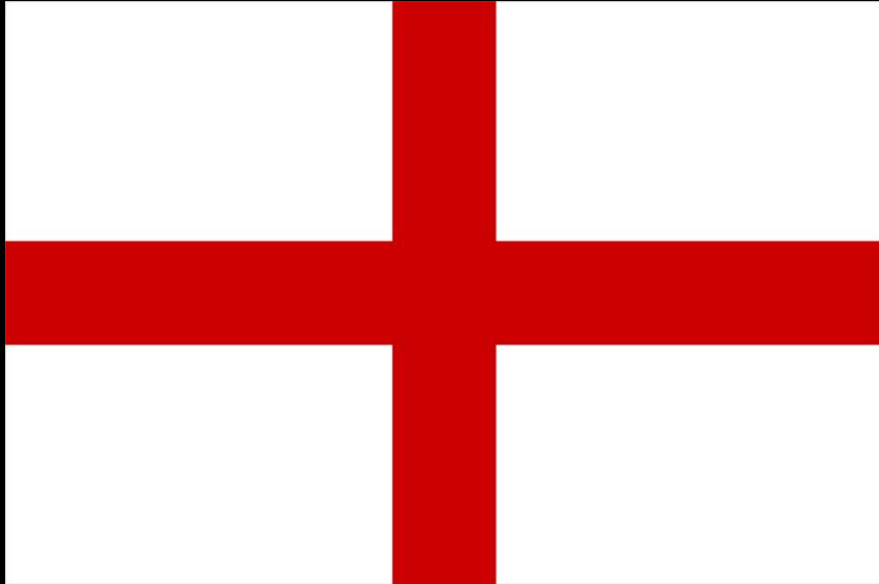
News and Updates:

Covid and SSP

The Statutory Sick Pay Rebate Scheme will close on the **17th March 2022**. Companies have until the **24th March 2022** to submit any new claims for absence periods due to Coronavirus up to the 17th March 2022, or to amend claims they have already submitted.

From the **25th March 2022**, normal SSP rules will come into effect meaning that an employee has to be off for 4 days to claim SSP.

COVID 19 News



What are the new rules in England?

- Self-isolation rules are to remain as guidance.
- Lateral flow tests will no longer be free from 1st April 2022.

COVID 19 News



What does this mean for employers?

Employers still have a fundamental duty of care.

The onus will be put onto employers, requiring businesses to develop and implement their own policies about what happens when a member of staff tests positive. Employers must consider what measures can be taken to keep the public and co-workers safe.

Employers should also make decisions on policies such as temperature checks, social distancing, testing and mask-wearing and communicate these fully to employees.

If employees are sick, they should still be given time off regardless.

COVID 19 News

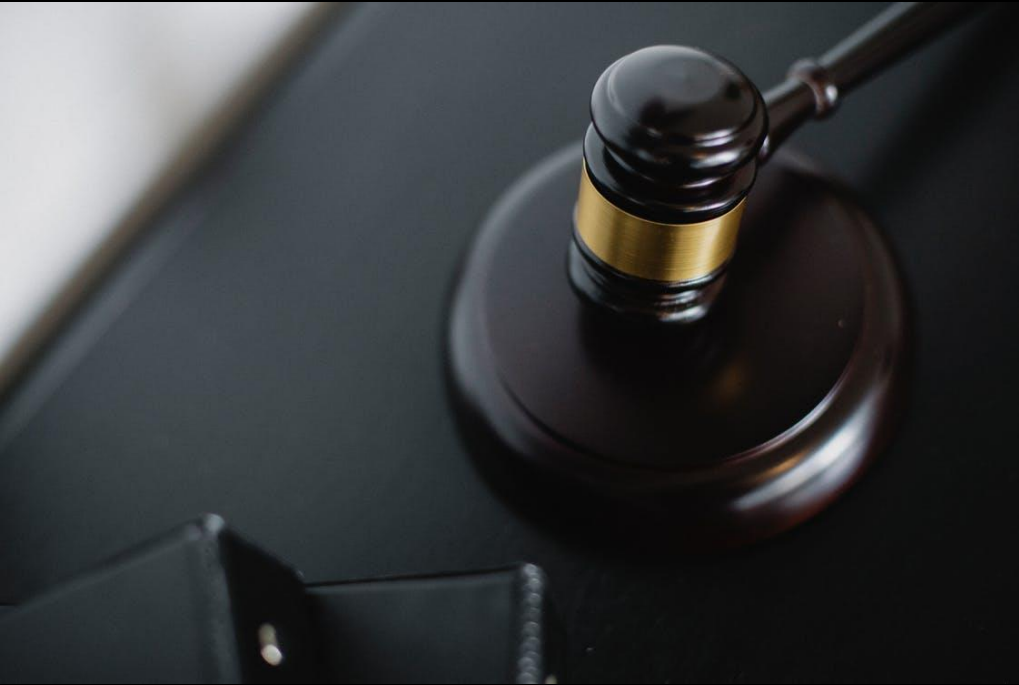


What about the clinically vulnerable?

Scrapping self-isolation will mean that some clinically vulnerable people will be feeling very anxious and could potentially be placed in situations that could prove deadly.

More rigorous risk assessments could soon be necessary for the workplace to ensure clinically vulnerable staff are protected and can't sue their employer for negligence or malpractice.

COVID 19 News



What legal implications could employers face?

As there has been no case law surrounding this yet, we cannot give a definite answer to this. However, there are some potential legal implications that business should be aware of:

- It is possible that businesses could face an employment tribunal if an outbreak in the workplace leads to serious illness or the death of an employee, friend or relative known to the complainant.
- Employers who choose to terminate staff who are not being compliant with their policies could find themselves on the end of an unfair dismissal claim if there is no legal requirement behind these policies.

COVID 19 News



What legal implications could employers face?

- Long COVID can be classed as a protected characteristic, so employers need to ensure they are not discriminating against this.
- If an employer restricts and decides that they do not want an employee to come into work after testing positive and the member of staff is ready, able and willing to work employers may still be required to pay the employee in full.

Employees are protected by law if they refuse to return to a place off work that they reasonably believe presents a serious and imminent danger to them.

COVID 19 News



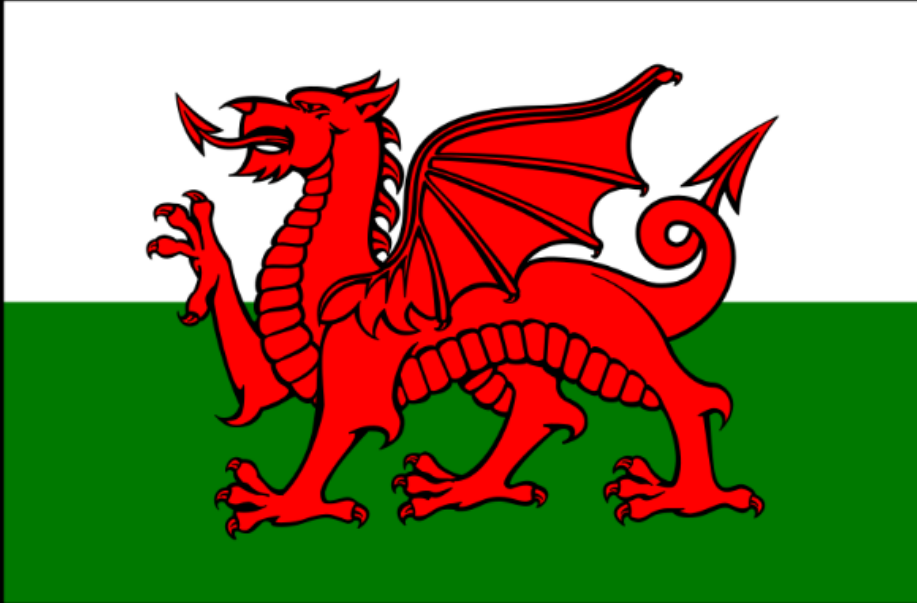
What is the best course of action?

There are two key actions that employers should take:

- They must prepare for the return of their employees by following government guidance specific to their business type, carry out the Covid risk assessments and implement necessary safety measures.
- Talk to employees. Evaluate and make decisions about what is safe based on feedback from staff.

It may be counter-productive to infect the rest of the team and have more people off sick so, if anyone has Covid it may be best to implement home working for that employee. A person's place of work is governed by their employment contract and employers can insist they come into that place of work. However, alternatives should be considered - such as hybrid working.

COVID 19 News



Wales

- Face coverings still required on public transport and in most indoor public places such as shops and transport.

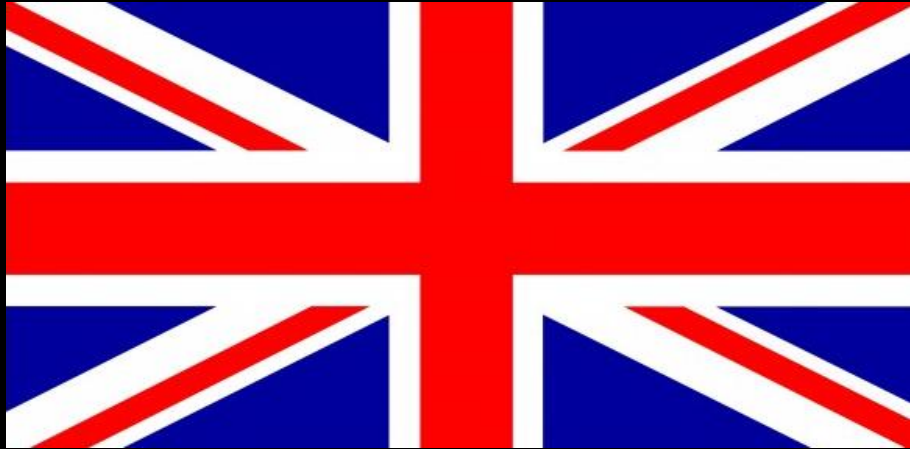
COVID 19 News



Scotland

- Most restrictions to end on 21st March.

COVID 19 News



Northern Ireland

- The legal requirement to provide Covid certification still required for access to venues.

COVID 19 News



Isolation

If you have tested positive in **Wales** and **Northern Ireland** you will have to isolate for **5 days** with isolation ending if you receive a negative LF test on day 5 and 6. If either one comes back positive, you must continue isolating until day 10 or receive two negative LF tests.

This is the same for **unvaccinated** people, however, if you are unvaccinated and a **close contact** of someone who has tested positive then you are legally required to self-isolate for the full **10-day** period.

In **Scotland** self-isolation after testing positive currently remains at **7 days** with isolation ending if you get two negative rapid lateral flow tests – one from day 6 and the second at least 24 hours later. If either one comes back positive, you must continue isolation until day 10 or receive two negative LF tests.

COVID 19 News



PCR Tests

If you get a positive rapid lateral flow test result and have no symptoms, you do not need to take a PCR test to confirm the result.

This is so isolation can start on the day you test positive on the LF and so reducing the isolation time in order to combat staff shortages.

Mandatory Vaccine in Health & Social Care

The law to make Covid-19 vaccines compulsory for Health & Social Care Workers has been scrapped. Still applicable to care homes in England.



Stress, Anxiety, and Their Effects

with Henri Saha

Overview

What will I get from today's session?

- A better understanding of stress and anxiety.
- Tips for dealing with and managing our emotions.

What is stress?

What is Stress?

Stress: our body's response to pressure.

Stressor: anything that disrupts homeostatic balance

What is Stress?

**What causes
you stress?**

Warning!





**What happens when
we get stressed?**

Picture the scene



Picture the scene



Stress Response activated

Hormone release

Mobilisation
of energy

Increased
cardiovascular
tone

Long term building projects

Digestion

Reproductive
system

Tissue Repair



Stressor
disappears



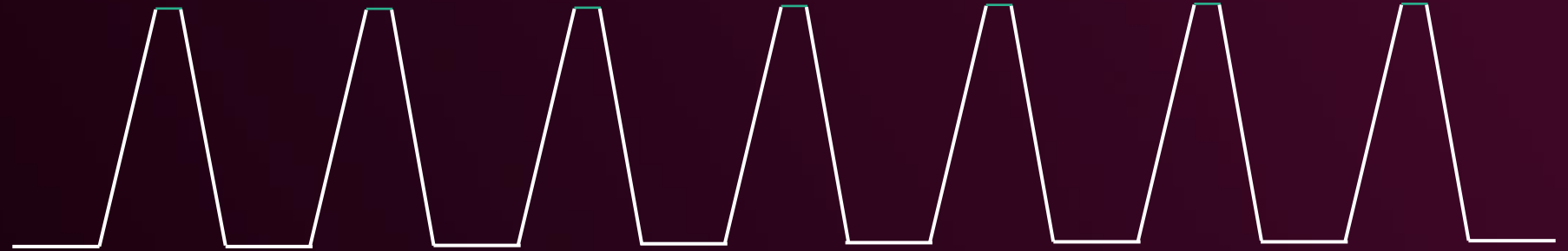
Return to
homeostasis



HOMEOSTATIC BALANCE

Chronic stress response

Stressor



Homeostatic balance



Increased risk of:

- Heart disease
- High blood pressure
- Cancer
- Stroke
- Obesity
- Ulcers

What is anxiety?

Anxiety



What if...



Peace

Stress

- Catastrophising



What can we do?

Tip Number 1:

Am I in immediate danger?

Tip Number 2:

Box Breathing

In for 4 seconds

Hold for 4
seconds

Hold for 4
seconds

Out for 4 seconds

Thank you and questions.



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with our HR packages.

Q&A

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