



The “F word” – How do we return to work?

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@geldards

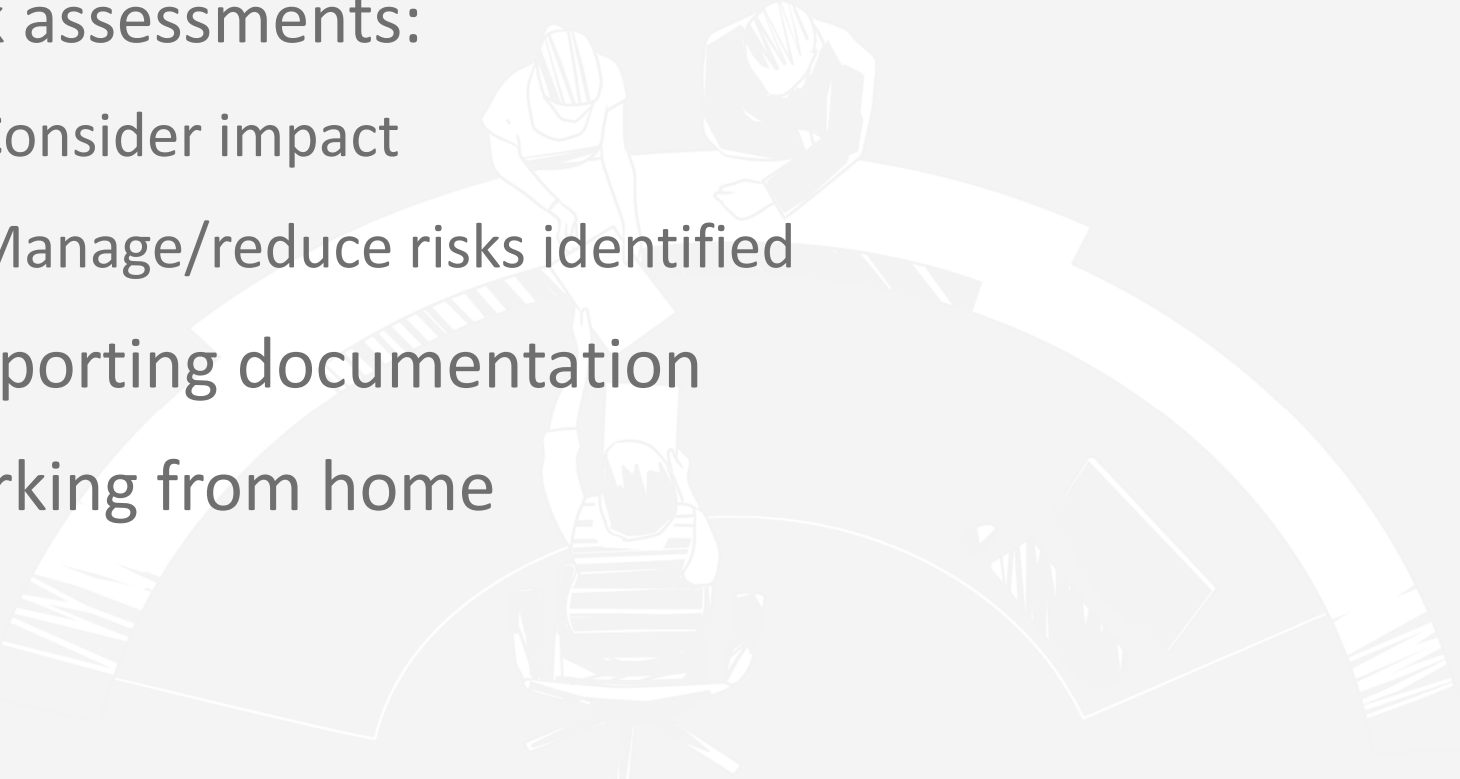
Current landscape

- Furloughed staff
- Government restrictions – easing?
- Returning to work?
- Short term and longer term
- Other departments – H&S, Senior Management
- Morale

1. Social distancing

- Here to stay
- Government sector guidance
- 2m gap between people
- Handwashing
- Signage and floormarkings
- Reporting symptoms

2. Health and safety

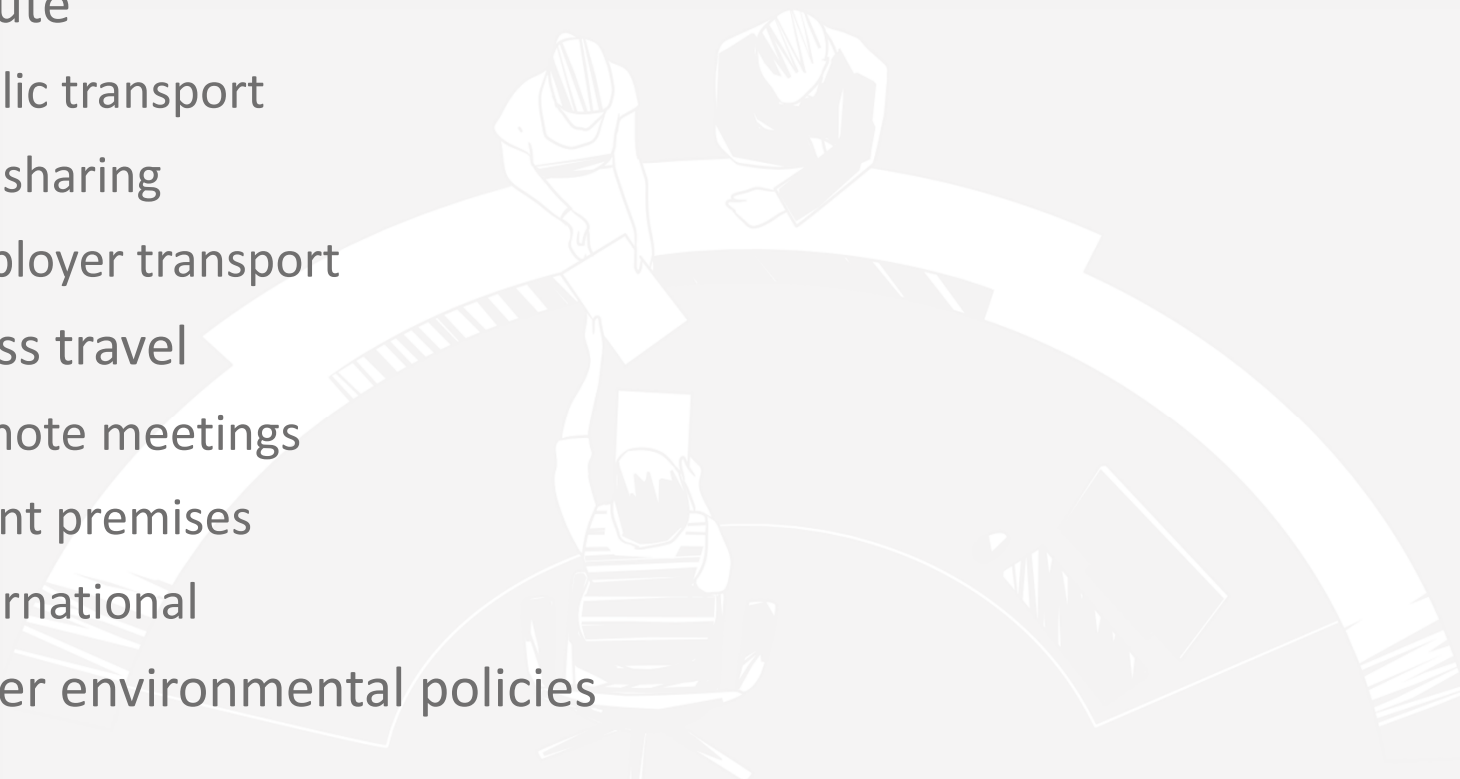
- Risk assessments:
 - Consider impact
 - Manage/reduce risks identified
 - Supporting documentation
 - Working from home
- 
- A faint, stylized illustration in the background shows three workers wearing hard hats and safety vests. They are gathered around a large, curved, white surface that resembles a piece of equipment or a large document. One worker is pointing at the surface, while the others look on. The illustration is rendered in a light, sketchy style.

3. Phased or rotating return

- Business need
- All staff – reduced hours
- Some staff, increasing
- Rotating staff
- Furlough pay considerations – minimum of 3 weeks

4. Travel

- Commute
 - Public transport
 - Car sharing
 - Employer transport
- Business travel
 - Remote meetings
 - Client premises
 - international
- Consider environmental policies

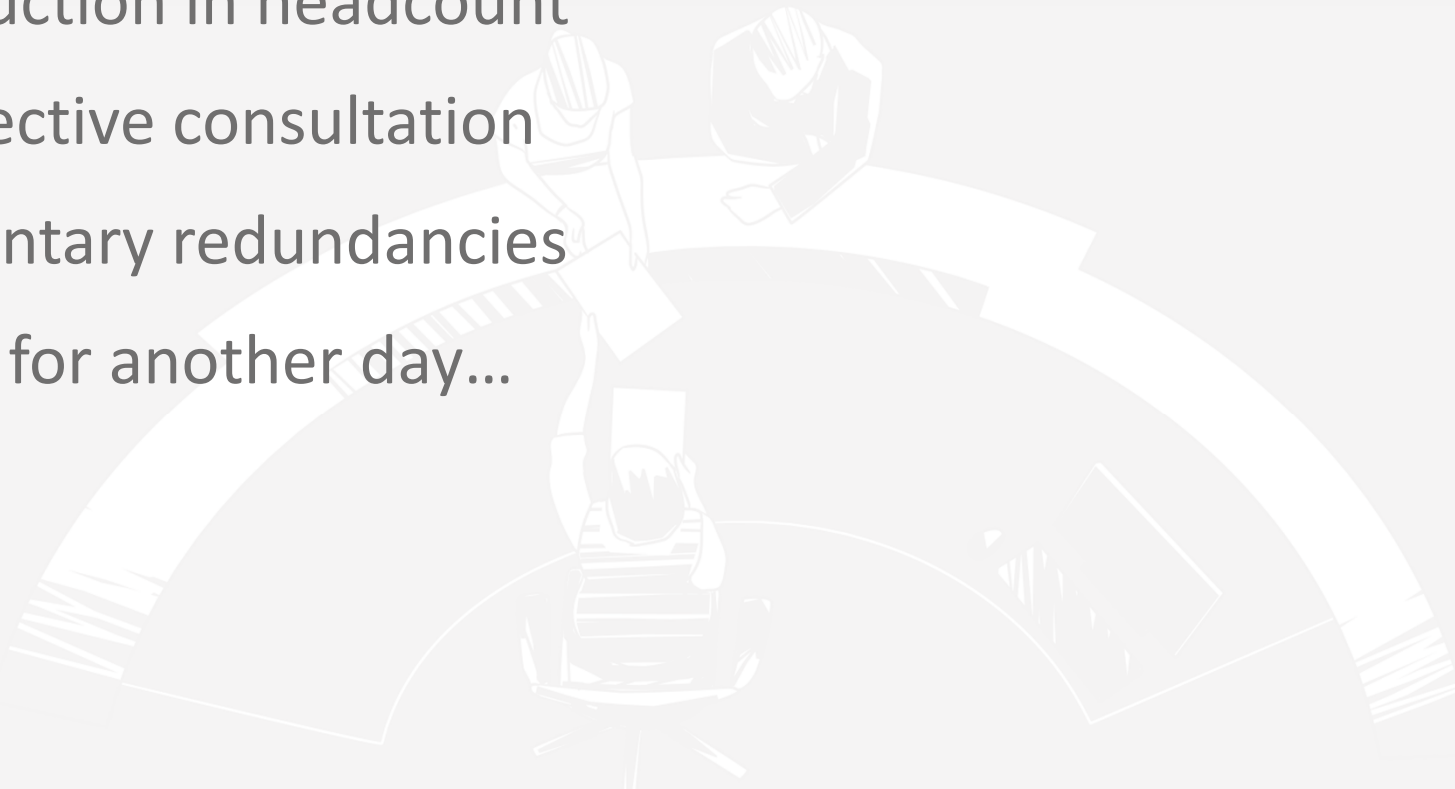


5. Trade union involvement

- Recognised trade unions
- Health and safety considerations
- Balancing exercise

6. Redundancies

- Reduction in headcount
- Collective consultation
- Voluntary redundancies
- One for another day...



7. Staff Morale

- Employee mental health
- Mental impact of lockdown/COVID-19
- Broken communications
- Different considerations:
 - Furloughed staff
 - Non-furloughed staff
- “Togetherness”

7. Staff Morale – 3 stage process

1. First day

- Meet with team
- Individual greeting
- Update

2. First week

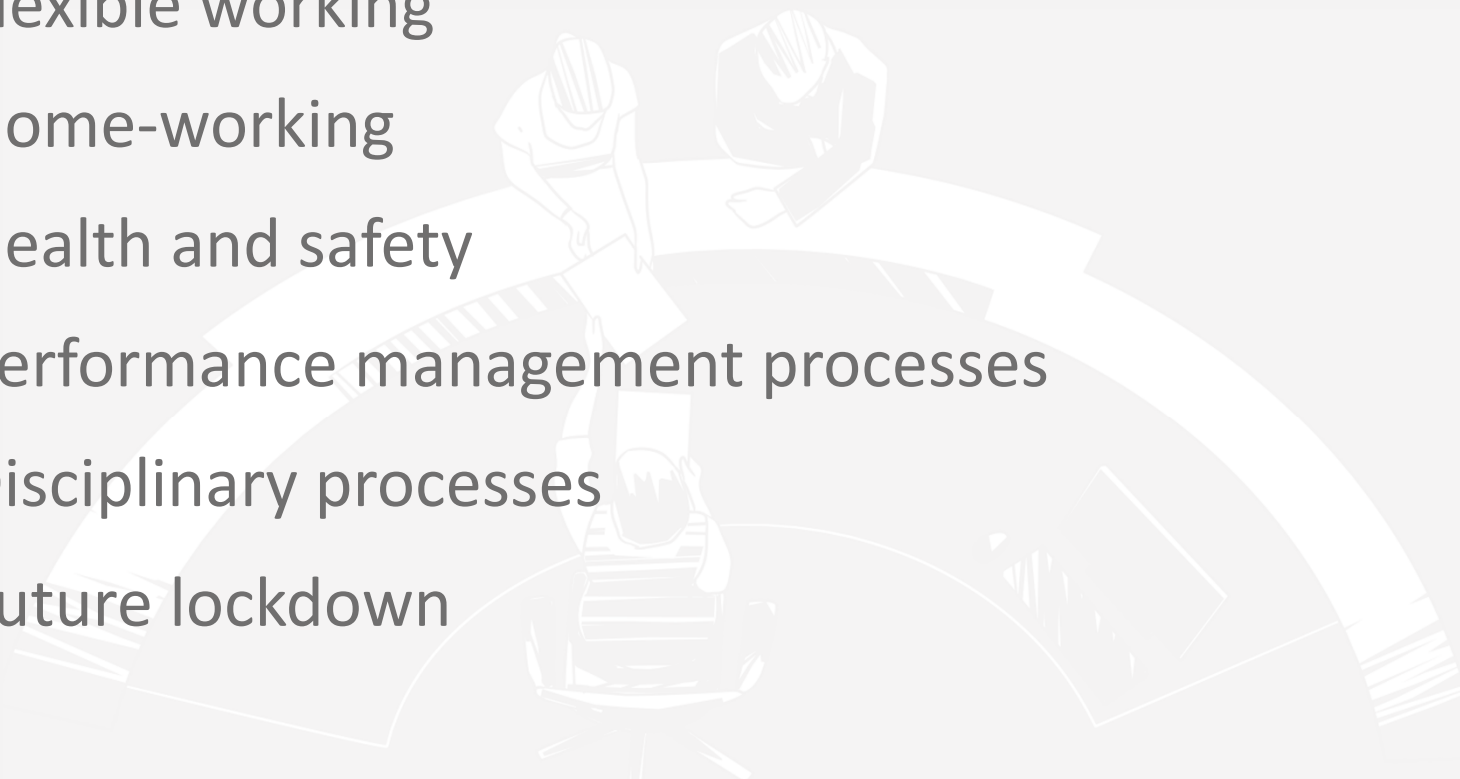
- Meet individually
- Personal investment in THEM

3. By second week

- Team meeting
- Deadlines
- Weekly meetings

8. Review Policies

- Flexible working
- Home-working
- Health and safety
- Performance management processes
- Disciplinary processes
- Future lockdown



Any questions



Contact details



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