

Navigating Covid-19

The HR Perspective

Heidi Roper

View HR Ltd

www.viewhr.co.uk

Heidi@viewhr.co.uk



Information correct as of May 13th 2020. No responsibility or liability is taken for the implementation or action taken on the basis of this presentation as it is a prompt point used for a discussion and not to be taken as advice or guidance without the supplementary commentary by the HR professional from View HR Ltd

Company Job Retention Scheme (CJRS)

Things to consider about furlough:

- Monitor the dates from/to and agreement
- Ensure you keep a record of all furlough related documents for 5 years (GDPR compliant)
- Remember each furlough period is a minimum of 3 weeks long
- Keep in touch with employees
- Keep records of the interaction you have with furloughed employees
- Cost position - during and post CJRS
- Ringfence redundancy cost provisions
- Implementation of changes take time

Holiday

Holiday is accrued during Furlough

Holiday can be taken during furlough but should be paid at 100%

Legislation passed amending the working time directive stating that carry over of up to 4 weeks allowed for next 2 years

Bank holidays should either be taken and paid at 100% or added into holiday entitlement (inform)

There is no formal guidance on enforcing holiday during furlough leave but employers can 'require' employees to take leave'

Best route is to promote the benefits to the individual and company and get agreement

When you return to 'normal' work, holiday might be a contentious/emotional issue to be managed carefully

Back to Business - Practicalities

What you need to consider before letting employees return to work

- Phased returns
- Social distancing – workplace configurations and PPE, risk assessments
- Workplace flexibility and working from home
- Business Travel and transportation
- Ongoing shielding/childcare issues
- Mental health
- General wellbeing
- Policy changes
- Reintroduction induction – informing and aligning your people
 - (Liaise Ltd reintroduction induction workshop and templates on Eventbrite)



Covid+ People Plan

Financial and operational continuation plans probably taking shape

The people aspect complex depending on your current status and future expectations

Cost considerations – short term working and lay off, redundancies

Mental Health and Wellbeing

Morale and Engagement – furloughed vs working from home. Different challenges and different actions.

Be mindful of the good work plan changes

Planning is key – View HR are running a support mechanism in their Covid People Plan

