



Covid 19: Flexible Working Top Tips

You will already have learned about government grants, state guaranteed loans and VAT deferment. We won't bore you with that. Instead, we look to the future, how your business can protect itself and prosper in the new age. How your business can do more than survive in the post-apocalyptic world. How your business can thrive. Here's our top tips on flexible working.

The flip side of employers enjoying the success of homeworking is that if the business chooses to return the workforce to the place of work, there may be reluctance for employees to cease working from home. This may lead to a raft of flexible working requests that may be impossible to resist.

Employers should ensure that sufficient protocols are in place to mitigate any risks associated with employees working from home.

You should undertake a risk assessment of the risks to workers and visitors in conducting business from home. It should identify the risks, the measures you are going to put in place to cover those risks and then any subsequent risks to the business arising out of those measures.



Then, design and implement a working from home policy. The policy should consider how working from home will be achieved and the decisions you will face in the future as the pandemic landscape changes.

It is likely that your employees are experiencing a high level of stress and anxiety during this difficult time. You should encourage your employees to take regular breaks and encourage employees to remain mentally and physical active outside of working hours.

Communication is likely to be key in ensuring employers nurture a resilient workforce. Employers should be sharing updates and keeping their teams in the loop, posting daily broadcasts to ensure teams know about what's going on within the business and beyond it.

Surenity is an employment law practice that provides holistic employment law and HR ad advice to employers. If you would like to discuss any of the issues discussed in this document, call us now on **0203 282 6675** or email us at **info@surenity.co.uk**

