

Returning to the workplace

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Overview

- Government's Proposals
- Industry Specific Guidance
- Workers should feel confident that employers have planned for and put in place appropriate measures to manage risk
- Employers must be confident that they will not be subject to claims for any failure to put appropriate measures in place.



Key Initial Considerations

Is it essential?

- Can staff continue to work from home?
- Any other suitable arrangements?

Is it safe?

- Duty of Care

Communication

- Employee concerns
- Flexibility



Which Industry?

Sector Specific Guidance

- Construction and outdoor work
- Factories, plants and warehouses
- Labs and research facilities
- Office and contact centres
- Other people's homes
- Restaurants offering takeaway or delivery
- Shops and branches
- Vehicles



Phased return to workplace

- Enhanced hygiene requirements
- social distancing
- Hours of Work
- Testing employees on arrival at work
- Provision of PPE
- Reducing touch points
- Canteens
- Further restrictions
- Travel to work
- Mental Health



Data Protection

Data Protection Act 2018

- Contact Tracing Apps
- Communications
- Fear of return
- Temperature Testing
- Testing for Covid-19

Whistleblowing / Health & Safety

- Employees raising health and safety concerns
- Whistleblowing
- Training and awareness

Reduced working hours

- Consider asking staff to reduce working hours temporarily
- Agreement

Flexible Working & Bereavement

Flexible Working

- Likely to increase
- Right to request
- Avoid discrimination

Bereavement

- Be sympathetic
- Consider what support can be offered.



Can employees refuse to attend work?

- Address concerns reasonably and considerately
- Current guidance states that home working should continue where possible.
- duty of care to ensure a safe working environment
- undertake appropriate risk assessments
- ensure transparent communication

Thank You. Any Questions?

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