

COVID-19 – Preparing for a return to the workplace?

Or a new agile way of working?

As the 2021 Covid-19 lockdown restrictions continue to ease and the UK government's vaccination programme progresses, more businesses are beginning to open their doors to both employees and customers. Over the past year, most organisations have undergone a significant overhaul of their business operations to adhere to social distancing and other safety measures. Many have begun to bring their staff back to the workplace, whilst others are still reviewing their options and keeping staff working from home or putting in place more permanent agile working arrangements in certain areas of their businesses.

Throughout the pandemic we have been helping our clients protect their businesses and remain agile as the Covid-19 related risk landscape continues to evolve.

We can support your workforce return to work safely and lawfully, put in place more agile working arrangements and deal with other challenges brought about by the pandemic.

Our key offerings include:

- All health and safety issues in relation to COVID-19 guideline compliance and balancing viability and reasonable practicability
- Helping employers ensure the physical and mental wellbeing of staff, whether working from home or in the workplace
- Advising on health and safety concerns raised by employees about their working conditions or returning to the workplace
- Issues around employee travel to and from the office, and wider business travel
- Advising on how to deal with employees who are reluctant to return to the workplace: what is a lawful instruction and whether disciplinary action is appropriate
- Advising on potential discrimination issues around returning to work, including employees with child-care responsibilities, vulnerable employees and mental health issues
- Devising an agile working policy and planning for flexible working requests
- Drafting or amending policies to deal with the new working environment and to ensure compliance with the law
- Advising on testing and vaccination policies
- Planning for changes in guidance on international business travel, client entertaining and office gatherings
- Cross jurisdictional issues arising from staff working in other jurisdictions
- Options available to employers to reduce costs: redundancies, lay-offs, redeployment, pay reviews, part time working, furlough issues

To find out more contact our experts:



Chris Holme

Employment
Partner, London
T: +44 (0)20 7876 6216
M: +44 (0)7725 045 674
E: chris.holme@clydeco.com



Chris Morrison

Health & Safety
Partner, Manchester
T: +44 (0)161 240 2655
M: +44 (0)7967 325 775
E: chris.morrison@clydeco.com