



City HR Community Chat

28th April

Returning to Work and the New Norm



Dear HR Colleague

Our fifth HR Community Chat today (28th April) was deeply insightful on how HR can plan for a return to work from both an employment law and logistics perspective. The topics covered ranged from how employers can support employees to a gradual return mindful of government guidance, their duty of care and the contract of employment and what firms need to do to facilitate the logistics. The latter included the hard aspects of planning, health and safety, facilities and technology through to soft elements of employee wellbeing, engagement and brand. The only certainty of the session is that the future of work will differ from pre-Covid-19 visualisation and that the virtual office for many will become an imminent reality.

Olivia Sinfield, Associate Director at Osborne Clarke (Olivia.sinfield@osborneclarke.com) launched the session with **employee relations insights on four key areas: Communications; Health and Safety (including Risk Assessments, the underlying Data Protection elements and timely communication); the Future of Work and Organisational Re-design.** She also provided clarity on latest Government guidance on holidays in that employees can be required to take holiday so long as the organisation gives them twice as much notice as the holiday required and that furloughed individuals are topped up to 100% of salary during a “required” holiday period.

Kerry Nutley, HCM Strategy Director for UK and Ireland at Oracle and Mel Newton, Financial Services People and Change Partner at KPMG picked up the thread on **the Future of Work** and looked at the logistics of a well-planned return for the workforce albeit on a phased basis. Setting out **the planning process for HR**, Mel proposed that firms establish priority groups, effectively scheduled office and remote based working, remained vigorous on health and safety and duty of care as well as mindful around employee engagement and embedded the right technology and processes to achieve the right balance between a virtual and physical office. All of this against a backdrop of ensuring that employees are appropriately supported, as Kerry was keen to re-affirm.

Both presentations from the session have been attached and there is a recording of this session upon request. Meanwhile, being mindful that City HR has been building a portal of vital information relating to the people elements of Covid-19 the following additional resources have been made available to members:

- **Thought pieces and insights from KPMG** on this topic
<https://home.kpmg/uk/en/home.html>
- **Oracle's HR Talk Time "Meet the Experts"**. 30 minute webinar recordings giving HR advice and support for today's world. Replays and presentations can be found at the following link
<https://bit.ly/2xzqpPQ>

The topics covered to date are in the HR Talk Time invitation above, all of which are now available on catch up via the bit.ly link provided. The last in the series is this Friday which is Caroline Goyder on Gravitas at 12 noon with details attached.

Our next HR Community Chat is 9 am on Tuesday 5th May when we will do a deeper dive **on remote working**. By member request, we will also look at how those who are struggling with **mental health** can be supported during Coronavirus and explore some positive aspects of **what this challenging situation has meant for the diversity and inclusion agenda**.

Please do email Sambailey@cityhr.co.uk if you have any questions or suggestions. Meanwhile, stay safe and take care.

Kind regards,

Andrea and the City HR Team

Andrea

Andrea Eccles

Chief Executive

City HR Association