



City HR Community Chat – 19th May

Returning to Work



Dear HR Colleague

At Tuesday's webinar we looked at the Returning to Work theme from several different perspectives.

Firstly, Jillian Naylor, Employment Law Partner at Linklaters LLP took us through the employment law aspects, what we should be thinking about and doing now, and potential pitfalls. In her slides (see attached), she provided an interactive link to the key guidance documents as they were likely to relate to employers in financial services. A comprehensive overview was provided on the legal and practical consideration as well as Transport, Workforce and Workspace Planning, Whistleblowing and Communications. Guidance in respect of the latter was on the final page of her slides. A good tip was for employers to acquaint themselves with the Government's FAQs for employees/public so that HR Leaders could see the likely concerns which may be raised in the workplace.

Kate Smith, Head of Workplace UK at CBRE gave us a fabulous presentation on the practicalities of converting to a new norm in terms of what may now be deemed 'fluid workplaces' with the emphasis on seeing this as a positive route to transformation. Given where firms are in the Return to Work planning process, **could we strongly recommend that you look at both the CBRE slides and their Playbook (attached) as these checklists are pure gold for HR, Premises and the Leadership Team from workplace design to communicating with employees.**

Rebecca Niddrie-Webb, Project Manager at Societe Generale completed the return to work programme with the practitioner element from the front line. She is working on all aspects of this very theme at SG's London HQ and shared very useful insights, advice and challenges that she has encountered thus far. She took us through stakeholder management, the review of existing HR, Premises and H&S documents, processes and protocols, signage, data protection, Covid-19 Risk Assessments, communications, staff pulse surveys and the role of managers.

In addressing some of the challenges that organisations might face, Rebecca left us with two key insights. 1). Think through your signage now in terms of messaging, printing and installation and 2) in

setting up your Covid-19 Risk Assessment, explore if your current HSE Template can be combined with the Government's Covid-19 Guidance to formulate a new checklist. This resonated with Jillian who noted that whilst you can't negate every risk, this made sense in term of risk mitigation.

A recording of the presentations is available on request.

Andrea Eccles closed the proceedings with a summary of the outcomes from our recent COVID-19 pulse survey – look out for a separate email from City HR with full details.

Please note there is **no** HR Community Chat next Tuesday 26th May as it is a Bank Holiday weekend and 'half term' but we will be returning on Tuesday 2nd June when we will be joined by Bryan Cave Leighton Paisner and Corndel taking a look at performance management and how to leverage apprenticeships in the current environment.

If you have not already signed up to these sessions and would like to, please email sambailey@cityhr.co.uk for joining instructions.

Stay safe and take care, and enjoy the Bank Holiday weekend!

Kind regards,
Andrea and the City HR Team

Andrea

Andrea Eccles
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