

Homeworking L.O.S.E.R.S (laptops on sofas and employment rights shelved)

On the agenda for today...

- ❑ The 'legal bit'
- ❑ Benefits of homeworking
- ❑ What support should you be offering employees?
- ❑ What are the risks of getting it wrong?
- ❑ The future of the workplace

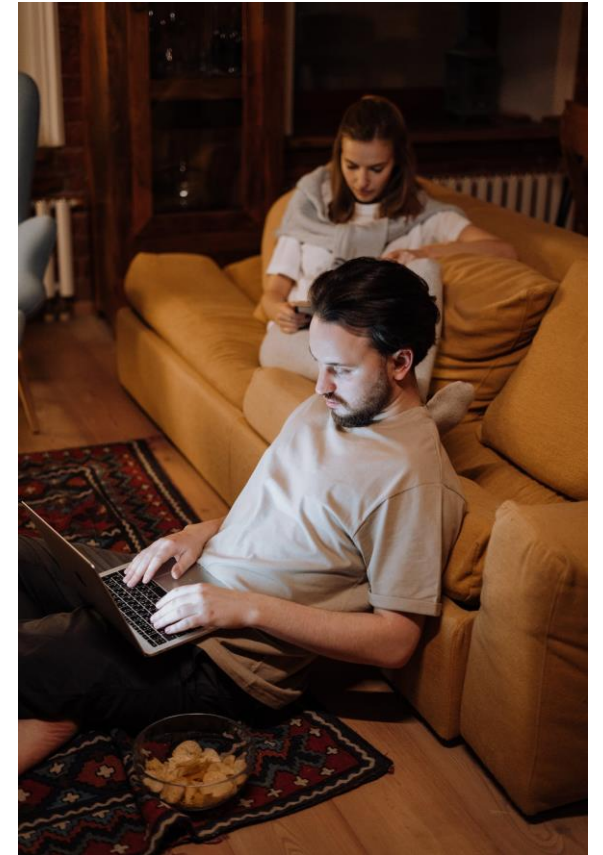
The 'legal bit'

- Health and Safety – the responsibilities are the same at home
 - Things to consider:
 - Lone working
 - Working with DSE
 - Stress and mental health



The 'legal bit'

- Have you seen a rise in complaints regarding musculoskeletal disorders?
- Have you received whistleblowing complaints about returning to work?
- Have you adequately consulted with employees and/or unions?



The 'legal bit'

- Temporary homeworking
- Permanent homeworking
 - Contractual updates:
 - Place of work
 - Right to enter
 - Expenses
 - Right to revert?
 - Policy updates

The 'legal bit'

- Do you need to think about compliance with the Working Time Regulations?
- Is the business' confidentiality properly protected if employees are working from home?

Benefits of homeworking

- ✓ No commute – employees have more time to themselves.
- ✓ Less travel expenses/more environmentally friendly.
- ✓ Flexibility.
- ✓ Location independence.
- ✓ Attraction of best talent?



What support should you be offering your employees?

- Remember mental health is just as important as physical health.
- Sometimes it takes just a small gesture.
- DSE guidance and advice.
- Keep the communication channels open.
- Identifying signs of stress or burnout.

What support should you be offering your employees?

- Have regular check-ins with your home-based employees.
- Focus on employee welfare.
- Ensure managers are properly equipped to manage their team remotely.
- Ensure that employees have the right tools to do their job.

What are the risks of getting it wrong?

- ✘ Impact on mental health.
- ✘ Reduced productivity?
- ✘ Health and safety issues – potential personal injury claims/prosecutions.
- ✘ Potential employment-related claims.
- ✘ Privacy and security breaches.



The Future of the Workplace

- Vaccinations – what employers can and cannot do.
- Covid-19 testing.



The Future of the Workplace

- No jab, no job?
 - Update contract for new starters to make offer conditional on vaccine.
 - Potential for discrimination?
- What about existing employees?
 - Is having a vaccination a 'reasonable management instruction'?
 - Potential for discrimination?

The Future of the Workplace

- Negative PR?
- Our practical tips:
 - ✓ Encourage employees to be vaccinated.
 - ✓ Get your internal communication strategy right!
 - ✓ Explain why the vaccine is so important and the impact on the business.
 - ✓ Enable employees to make an informed decision.
 - ✓ If employees are reluctant, understand why.

The Future of the Workplace

- Can you enforce Covid-19 testing in the workplace?
 - Health and safety considerations – can the risk be managed by other measures?
 - Employee consent.
 - Data protection considerations.



Meet the Team



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COVID-19 HUB

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