

Covid-19: Your Employment Questions Answered
7 October 2020



Introductions

Presenters



Victoria Templeton
HR Knowledge Manager



Sue Watson
HR Operations Manager



Dom Greenwood
Senior Health, Safety & Environment
Management Consultant



Technical support



Atim Arden

Digital Marketing Executive



Agenda

- Current Situation
- Covid-19 Q&A

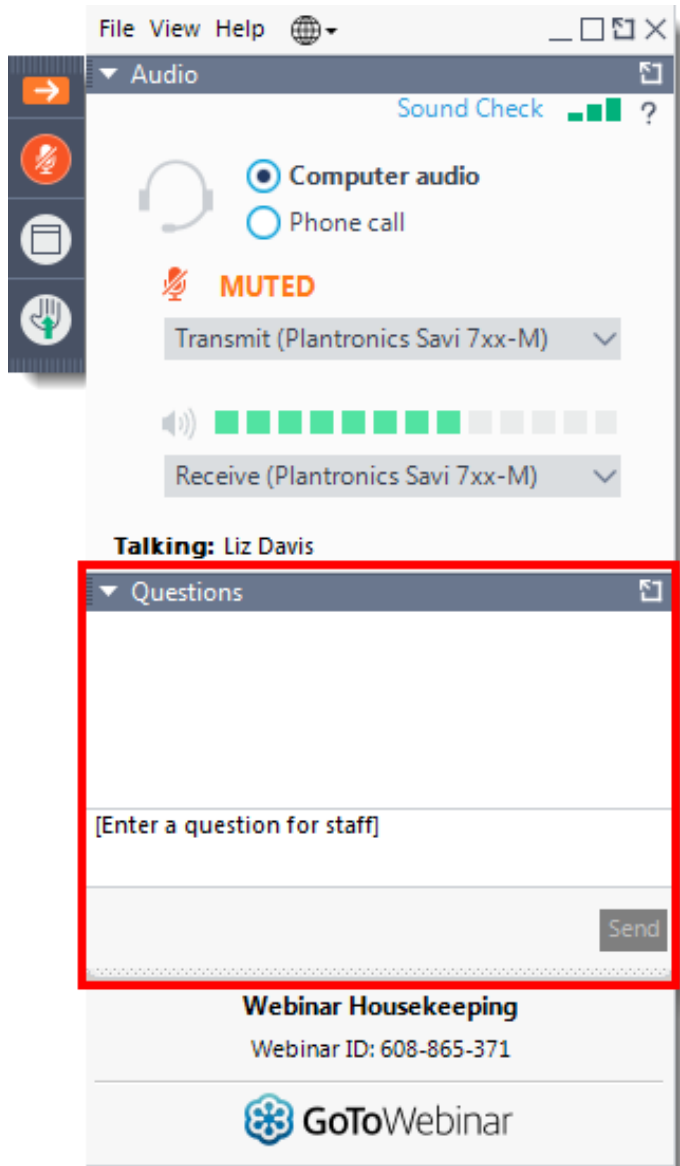
A group of diverse people are seated in a meeting room. In the center, a man with a beard and glasses, wearing a grey cardigan, has his right hand raised. To his left, a woman with long dark hair is looking towards him. To his right, a woman with long blonde hair is also looking towards him. In the background, other people are visible, some looking towards the front of the room. The room has large windows and indoor plants.

How to ask questions





GoToWebinar Housekeeping: Time for Questions




Your Participation

- Please continue to submit your text questions and comments using the Questions panel



Agenda

- Current Situation
- Covid-19 Q&A

A close-up photograph of a person's hands holding a small, colorful globe. The globe is positioned centrally and features a white, oval-shaped label with a white elastic band around its middle. The label has the word 'CORONAVIRUS' printed in a bold, black, sans-serif font at the top, and 'Current Situation' printed in a smaller, black, sans-serif font below it. The globe itself shows various geographical features, including the Yellow Sea, the Indian Ocean, and Australia. The background is a plain, light-colored surface.

CORONAVIRUS
Current Situation



Agenda

- Current Situation
- Covid-19 Q&A



CORONAVIRUS
Covid Secure Workplace

Health & Safety

Can staff share toilet and washroom facilities?

Health & Safety

Can staff use the kitchen and if so how many at a time?

Health & Safety

What should we do if a member of staff comes to work displaying Covid symptoms?

Health & Safety

What documents do we need to have in place before staff come back to work?

Health & Safety

Can staff bring personal belongings to work?

Health & Safety

Should we use masks in the office and do employees have to provide their own?

Health & Safety

What if somebody refuses to come to work?



CORONAVIRUS
Self Isolation

Self Isolation:

Who needs to self isolate if an employee at work has symptoms and/or tests positive for Covid-19?

Self Isolation:

What are our obligations with pay when our employees have to self isolate?

Self Isolation:

One of our employees lives with somebody who is shielding and doesn't want to come into the office, what can we do?

Self Isolation:

Should Employers introduce temperature checks as an added precautionary measure?

Self Isolation:

How will the new self isolation regulations work?

Self Isolation:

Should we get employees to sign any declaration on returning to work?



CORONAVIRUS
Absenteeism

Absenteeism:

Do we have to pay our employees who are absent from work because of having to quarantine and can we change our holiday process to restrict overseas holidays?

Absenteeism:

What happens if the country my employee is travelling to, isn't on the quarantine list at the time of travel, but gets added whilst they are out there?

Absenteeism:

Can the Company refuse employees who ask to carry annual leave over that they didn't take because they couldn't travel abroad

Absenteeism:

How do we manage our absence procedures when an employee has Covid-19?



CORONAVIRUS
Financial Support

Covid-19 Financial Support

We have previously received financial support via the Furlough Scheme, will we be entitled to further funds through the new job scheme?

Covid-19 Financial Support

How will the new job support scheme work?

Covid-19 Financial Support

Will holiday entitlement reduce if days worked are reduced under the Job Support Scheme?

Covid-19 Financial Support

How can I claim for the job retention bonus?



CORONAVIRUS
Recruitment

Recruitment:

How and when do we apply for grants under the kickstart scheme?


Recruitment:

How does the individual get selected for the kickstart placement?

Recruitment:

Should we issue a contract of employment for somebody joining on the kickstart scheme, and what, if any, employment rights would they have?





We believe the best way to learn about the challenges small businesses will face over the next 12 months, is to ask.

Be part of our research.

TAKE OUR SHORT SURVEY

HR
Solutions

Deloitte. *Propel*

www.hrsolutions-uk.com/sme-business-survey

SUPPORTING A RTW

The 'First Aiders for Mental Health' qualification helps to provide a positive mental health culture within the workplace.

It provides learners with knowledge of the most common mental health conditions and the skills to be able to act should a condition be suspected.

Mental Health Training

www.hrsolutions-uk.com/contact
0844 324 5840



SUPPORTING A RTW

An EAP gives employees the support that they need to help them manage their health and wellbeing issues effectively.

It provides an independent, impartial service to help your employees resolve their difficulties more quickly, and minimize the impact on your business

Employee Assistance Programme

www.hrsolutions-uk.com/services/employee-assistance-programme
0844 324 5840



SUPPORTING A RTW

The Engagement Multiplier Tool helps business leaders quickly understand how their teams are adjusting to working remotely...

... and what adjustments need to be made to help employees stay connected and productive.

Engagement Multiplier

[FREE TRIAL]

www.hrsolutions-uk.com/engagement-multiplier

0844 324 5840



RESOURCE PLANNING REVIEW

Have you thought about your future resource requirements post COVID-19?

Do you need to think about your people options?



www.hrsolutions-uk.com/return-to-work-advice

0844 324 5840



Newsletter

Stay in the loop and keep up to date with HR Solutions. Subscribe to our free weekly newsletters, delivering you legal updates and HR news.

[www.hrsolutions-uk.com
/newsletter-sign-up/](http://www.hrsolutions-uk.com/newsletter-sign-up/)

UPCOMING WEBINARS

Building a great employee benefits package without breaking the bank

15 October, Wednesday | 2pm – 3pm

Brexit – The Latest Implications for HR

22 October, Thursday | 2.00pm - 3.00pm

Health and Safety at Work: Statutory Compliance

28 October, Wednesday | 12pm – 1pm

Right to Work and the New Immigration Points Based System

12 November, Thursday | 10am – 11am

Save your spot!

HR Knowledge Base | Events

<https://hrsolutions.microsoftcrmportals.com/events>

www.hrsolutions-uk.com/upcoming-webinars



FEEDBACK





www.hrsolutions-uk.com