

SPS Returning to Work

Organisations should prioritise the development of a comprehensive employee well-being strategy looking at all aspects of returning to work that this will incorporate. Developing a structured framework now will determine the success or otherwise of attaining previous levels of productivity and resilience.

Preparation Phase

We will be returning to a changed environment. Now is the time for recovery considerations and to start to shape the new normal. Identifying opportunities in the midst of the many ongoing challenges will help future-proof the organisation. The earlier this planning commences the better, and managers must relinquish the belief that a top-down response will generate stability.

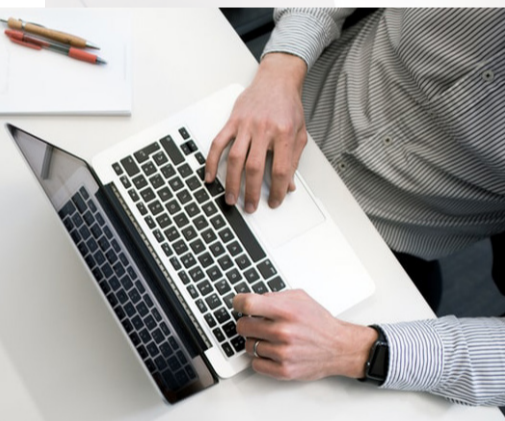


Reimagination

A key role of the board is to be forward looking and recalibrate the strategy and risk appetite of the organisation. Organisations that reinvent themselves accordingly to make the most of better perception and foresight, as preferences evolve, will disproportionately succeed. What management needs most from the board right now is a strong mandate to handle short-term actions and directors' support as it makes difficult decisions.

Staff safety and wellbeing

Prioritise employee safety first, including employees' physical safety, psychological well-being and financial concerns. What we are seeing is that the enduring nature of this crisis will impact different people in different ways. Consequently, finding innovative ways to keep the workforce connected and addressing the potential isolation and fear issues should be a priority. A comprehensive employee well-being strategy should be developed and delivered.



Prioritise Operations

A phased approach is aimed at reducing the risk of potential transmission, whilst ensuring that critical operations can resume from the office by prioritising teams critical to perform required tasks. This approach allows managers to keep a track of daily visits to the office and, in case an employee displays signs of illness, will aid with contact tracing.

Protecting the Workspace

Where employees are due to return to the office, it is important that they feel it is safe to do so, with numerous physical and IT security related issues to consider. Maintaining a schedule for employees allowed in the office and identifying specific space where they can resume work can aid in identifying a more cost effective and potentially safer approach to focus cleaning efforts.



Communicating Effectively

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“Fortune favours the prepared mind.”

Louis Pasteur