



June 2021 Update

Welcome to this month's update - where we discuss the latest legislation and guidance.

In this month's edition, we report on:

- Is your business ready for employee flexibility?
 - Businesses welcome further delay to in-person right to work checks
 - Dealing with employee loneliness with hybrid working
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Is your business ready for employee flexibility?

The world of work is changing - employee expectations have altered. Different values and motivations are now coming to the fore, which means employers need to become more agile as they reassess traditional ways of working to recruit and retain a happy, engaged, talented and productive workforce.

Employee choice:

Business owners should take the time to look long and hard at workstyles, workspaces and workflows, to see how they can facilitate an open, intelligent, sustainable and safe environment, where workers can connect to and interact with each other using smart, collaboration technology.

But the biggest change is that after almost a 15-month absence from the office, employees are now demanding greater flexibility and choice.

According to a recent survey by Totem, an employee engagement and culture app, older people and higher earners want hybrid working (a mixture of working from home and the office). Whilst younger workers are far keener to commit to working in the office full time.

And it seems that starting a new job is where people of all age groups are more likely to want face-to-face interaction, with new starters opting to go through their onboarding process in the office, rather than online.

A better balance:

Whilst remote work has removed the commute, provided more family time and a better work/life balance, the downsides have mainly focused on the lack of face-to-face contact with colleagues/teams, feelings of isolation, digital exhaustion and in some cases insufficient resources to work effectively from home.

The key to success is about listening to your workers to gauge their needs, as well as allowing them greater choice about where they work. In many cases they may not want to be limited to one location, preferring instead to combine days in the office with days at home, or perhaps in a co-workspace or other location.

Also the need to work from more than one location, may mean that people are willing to forfeit benefits, perks, and even money to do it.

Getting inductions right:

Apparently 1 in 5 people leave their job during their probation period. This number is far too high and of course costly when it comes to finding replacements. We believe that this number can be reduced by having a good induction process. This is where managers ensure that the employee understands the ethos of the business, their contract documents, their role and how they will be supported through their first few months so that they can be effective as possible.

Employers: We are running a Free Webinar with Silverstone Technology Cluster on 8 July from 11.00 am to 12 noon on Remote Working Guidance for Employers

To Book: <https://ti.to/silverstone-technology-cluster/hiring-working-remotely>

Contact us: For specialist HR advice and guidance, including contracts of employment and policies

Businesses welcome further delay to in-person right to work checks

A further delay to the reintroduction of in-person right to work checks has just been introduced and welcomed by businesses.

The temporary measures put into place by the Home Office at the start of the pandemic to support businesses to work remotely will now be extended until the end of August. Employers will not need to resume in-person checks from 1 September.

This is the second time the reintroduction of in-person checks to new employees has been pushed back. In-person checks were initially expected to be brought back in by May, however the deadline was pushed back to 21 June to bring them in line with the hope that the last remaining lockdown restrictions in England would be lifted.

The in-person checks was seen as an opportunity by business to fully review their recruitment practices, including the questions at the screening stage to the wording in offer letters and employment contracts.

Employers: Make sure you incorporate in-person checks by 1 September and review your recruitment procedures

Contact us: We can help your business with reviews of staff structures and your onboarding process

Dealing with employee loneliness with hybrid working

Many employers are reviewing what the future of work may look like in terms of working from home, returning to the office or some kind of hybrid working. For now, the adoption of hybrid working, being a mixture of home and office working, appears to be the preferred approach for those working in the professional services sector.

Although for many, remote working has not been a panacea. Whilst the enhanced autonomy has benefits for both employers and employees, the loss of in-person

collaboration and networking opportunities makes many remote workers left feeling isolated and disconnected from friends and colleagues.

Loneliness can become a chronic source of stress and result in the development or worsening of mental illness. Just as with other sources of stress, loneliness can lead to increased risk of sickness and performance issues, employee relations deteriorating and possible legal claims.

Recent guidance suggests considering the following:

- Recommending employers forge an inclusive and open organisational culture so sensitive conversations around loneliness will be treated with empathy;
- Appointing an employee champion to help staff to engage confidentially with;
- Ensure that line managers are provided with training on loneliness so they are equipped to spot signs and symptoms that a colleague is struggling;
- Add employee wellbeing into corporate values and take positive steps to reduce the risk of loneliness.

As businesses move out of full remote working, creating opportunities for people to safely come together and interact in person will be more important than ever.

Employers: Employers that engage at an early stage to encourage colleagues to keep connected on a work and social level to communicate openly and build relationships will benefit from a healthy, positive and enthusiastic culture.

Contact us: We can assist with staff wellbeing and engagement

For more information or assistance Email: caroline@employmentlawsupport.co.uk



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