

## The New World of Work – Things to think about now

Twelve months into the global Coronavirus pandemic and people are starting to feel hopeful about the prospect of a return to some form of normality in their everyday lives. For employers however, there is still uncertainty and much to consider as they navigate this new world of work.

Following recent roundtable discussions in which we brought together a cross section of employers to share what was on their minds, the Pinsent Masons Employment and Reward team has pulled together its **Top 10 Things to think about now**.



Do contracts and policies need updating to reflect any new model of working?



Employers must protect the health, safety and welfare of employees, including those working at home. Have you considered how to practically meet this obligation?



Managing a more remote workforce can be challenging. Will you measure the 'value' of work differently and do your people managers have the necessary skills and training to deal with performance concerns?



Wellbeing and mental health has never been such a hot topic. How will you continue to support employees?



How will your organisation deal with Covid related absence, including employees suffering with long Covid? What obligations might you have under the Equality Act?



What are the implications of the pandemic on your legal duties under Immigration legislation and how will you monitor and record necessary information? What about international travel?



Have you got adequate policies and procedures in place for collecting and processing employee data, including in relation to health, testing and vaccination?



We anticipate that there will be an increased expectation of flexibility and agility in how, when and where people do their work. Are your flexible working policies and procedures fit for purpose?



Has the way in which you reward and incentivise employees changed during the pandemic and will this continue?



Have you considered how to retain any positive cultural impact of the pandemic for the future?

## Our Specialists

For more information on what other employers are doing and to understand how we can provide legal support in addressing these questions, please get in touch with our team below.



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