

# Your ten point plan for the Autumn: Preparing for the post-pandemic, post-Brexit world



## Return of employees

Prepare for the return of employees as furlough ends and/ or start considering any restructuring needs soon, due to the likely consultation required



## Where to work

Consider what mix you might prefer in terms of staff in wholly office or home-based roles (or hybrids) and prepare to adopt different terms and conditions to reflect the different arrangements

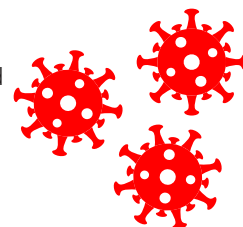
## Health and safety

Continuously monitor and implement CV19 and post CV-19 Health & Safety compliance requirements



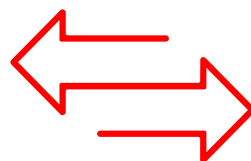
## Review contracts

Review contracts to prepare for a second surge/ local lockdown with furlough potentially unavailable (e.g. consider introducing short-time working/ lay-off and place of work clauses and expenses policies) as well as the quarantine of employees following holidays



## Flexible working

Prepare for more flexible working requests (and maybe pre-empt them by being clear that partial office return/part time working is possible, setting out the process for requesting this)



## Data protection

Review existing international data transfers/ data transfer mechanisms outside of the EEA and identify areas of current non compliance in light of the Schrems II decision

## Immigration and mobility

Prepare for the post-Brexit immigration system to ensure access to required skills and compliance with new rules (e.g. access to sponsorship and right to work check changes)



## Team culture

Consider how to enhance team culture and engagement whilst some/ many employees still work remotely (and maybe always will)



## Employee engagement

Prepare for an expectation of greater employee engagement or the need to consult at short notice (e.g. is it the right moment to set up standing employee bodies to facilitate this?)



## Mental Health

Continue to implement strategies to promote positive mental wellbeing across all places of work

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