COVID-19: Employment Issues and Managing the Return to Work

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COVID-19 Overview

- ## **Phase 1 Measures:**
  - temporary measures to minimise impact of COVID-19

- ## **Phase 2 Measures:**
  - measures necessary to right-size the organisation post COVID-19

- ## **Returning to work:**

  - Government's Roadmap for Reopening Society and Business
  - Return to Work Safely Protocol

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Roadmap for Reopening Society and Business

Phase 1 (18 May)	Outdoor workers (e.g. construction workers and gardeners), with social distancing requirements continuing to apply.
Phase 2 (8 June)	Phased return of workers, such as solitary and other workers that, due to nature of work, can maintain 2-metre distance constantly, with social distancing requirements continuing to apply.
Phase 3 (29 June)	Organisations where employees have low levels of daily interaction with people and where social distancing can be maintained.
Phase 4 (20 July)	Organisations whose employees cannot work remotely. The Roadmap currently advises that, depending on business, organisations should consider operating shift work or staggered hours in order to increase the proportion of the workforce available to them for work in any 24-hour period, as long as they can limit the number of workers interacting with each other.
Phase 5 (10 August)	Phased return to onsite working for all employees. Higher risk organisations that by their nature cannot easily maintain social distancing should implement plans at this stage for how they can eventually progress towards the onsite return of all staff.

Returning to Work

Return to Work Safely
Protocol

COVID-19 specific protocol
for employers and workers

Key Obligations

The Protocol imposes the following key obligations on employers:

Develop and/
or update
a COVID-19
Response Plan

Appoint
a worker
representative/
worker
representatives

Establish and issue
pre-return to work
checks including
a "pre-return to
work form"

Provide training
and information
to employees

Implement
adequate
prevention and
control measures

Ensure adequate
procedures are in
place for prompt
identification and
isolation of workers
who may have
symptoms of COVID-19

Provide supports
for employees
suffering from
anxiety or stress and
specific supports for
vulnerable workers

Update policies
where necessary

Questions?

McCann FitzGerald