

# COVID-19

## Employer's Guide to Boosting Employee Morale and Wellbeing During Covid-19

1



### Keep employees informed

It is essential that employers keep in regular contact with their employees throughout this period of uncertainty.

2



### Promote work-life balance

Acknowledge that employees may find it difficult to adjust to remote working and that they may find themselves more distracted than normal with additional home responsibilities.

3



### Ask for feedback

While for many employers the introduction of remote working for their workforce may be unprecedented, suggestions from employees should be welcomed.

4



### Introduce employee recognition and rewards

Employers should ensure that they recognise and reward individuals or teams who are making significant contributions, show extra effort or deliver beyond expectations.

6



### Employee Assistance Programmes

Employers should consider introducing an Employee Assistance Programme ("EAP") which offers free and confidential supports to employees.

5



### Be flexible and empathetic

Where the nature of the business allows for flexibility, employers should consider allowing employees to vary their working hours to suit their new arrangements.

The Employment, Pensions and Incentives Group at McCann FitzGerald can assist organisations with any queries on remote working in the context of Covid-19, and in developing its response strategy, drafting communications and policies, and advising on specific risk situations as required.