

The Return To the Workplace Challenges HR Leaders can Expect

Through their approach to wellbeing, HR leaders can play a defining role in helping employees feel valued and cared for when making their return.

At laya healthcare, we recommend considering our **C A R E** approach:

The Challenge

The Solution

HR Leader Concern

Communicate

How can I prepare my employees to return to the workplace?

Regular, consistent communication that gives clear instructions and clarity to employees is key.

HR Leader Concern

Anticipate

How can I prepare for the ongoing challenges of Covid-19 and what if there's a second surge?

Consider pre-return Covid-19 Risk assessments required to optimise a safe and effective return to work strategy. Help employees prepare mentally for what their return to a 'new normal' looks like.

HR Leader Concern

Respond

What are the Government protocols I need to be aware of when supporting employees in their Return to the Workplace?

Consider the operational needs vs human needs in your Return to the Workplace response and wellbeing strategy.

HR Leader Concern

Engage

How can I adapt my wellbeing strategy and plans in light of the evolving needs of employees and ongoing disruption caused by Covid-19?

Listen to the emotional triggers and concerns of employees and action appropriate mental and physical wellbeing supports to build their resilience and create a psychologically safe place to work.