

Succeeding in Uncertainty: Responding to COVID-19

'Return to Work' Considerations

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Think Beyond

www.pwc.ie/covid19



Areas of Focus aligned to Waves of Crisis Response



6 areas of focus
emphasis will shift depending on wave



Crisis management



Workforce



Supply chain



Tax and trade



Finance & liquidity



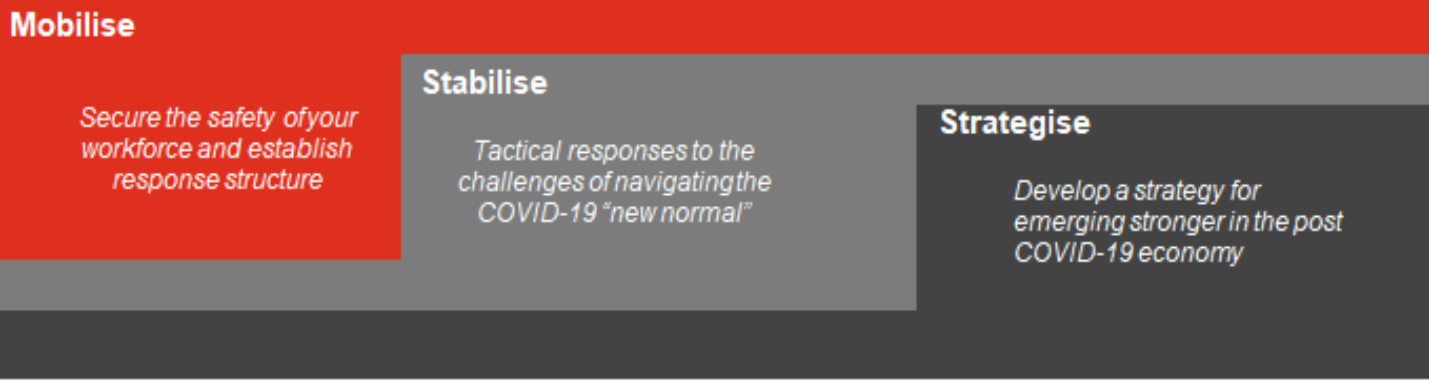
Strategy & brand

Wave 1 - Immediate

Wave 2- Medium term

Wave 3 - Long term

Waves



Planning for a Safe 'Return to the Workplace'



Health & Safety

1

Ensure compliance with Government and public health guidelines, in particular the 'RtW Safely Protocol', and consider EU privacy legislation

2

Ensure work environment is safe and sanitary and adapted as per protocol requirements. Establish protocols for the use of shared equipment or workspaces.

3

Evaluate appropriate medical protocols to form part of a RtW process (e.g. temperature checks, no handshaking policy etc.)

4

Review environment, health and safety and emergency policies/ protocols to align with the 'RtW Safely Protocol'



Type of Work

1

Identify critical / contractually obliged services and related roles

2

Identify roles that require interaction with other people (on-site or field), or with shared technology or machinery

3

Understand where risk and compliance issues are magnified if jobs are not managed on-site

4

Assess where productivity decreases significantly if work is performed off-site



Financial (Cost & Revenue)

1

Understand costs incurred or saved in bringing people back to work (e.g. on-site security, cleaning fees, PPE)

2

Identify and stand up new revenue streams or expand existing offerings (e.g., new products/services)

3

Plan for fluctuations in typical business demand during the COVID-19 recovery period



Worker Needs / Preference

1

Assess employee welfare and mental health in the current climate in a one on one situation, in person where possible

2

Understand worker personal situations (e.g., childcare, financial) and implications of same on productivity

3

Assess workers' attitudes towards health and hygiene in the current climate

4

Evaluate comfort with remote working and perceived effectiveness of collaboration tools/remote ways of working

5

Consider your internationally mobile workforce and business travellers - where are they based and how can they RtW safely?

Where to begin?

You can kick-start Return to Work (RtW) planning by beginning with the following items:



- 1** Establish Return to Work (RtW) Task Force
- 2** Establish Guiding Principles for RtW Transition
- 3** Assess Effectiveness of COVID-19 Response
- 4** Conduct Workshop to Launch RtW Planning
- 5** Create a rhythm of continuous Scenario Planning

Reinventing *where* and *how* the work gets done can provide significant value for employers and employees



Workplace of the Future

WHERE
the work
gets done

- Company offices
- Co-working spaces
- Virtually

+

HOW
the work
gets done

- Virtual processes
- Technology enabled
- Work where and when employees want
- Virtual teaming, coaching
- Culture evolution

Benefits

For Employers

- Resiliency, flexibility
- Access to a broader talent base
- 20%+ savings or cost-avoidance

For Employees

- Improved choice, i.e., “where / how I choose to work”
- Better work / life balance
- Sanctioned / encouraged mobility

Emerge Stronger

Start turning your attention to the more strategic aspects of the Workforce and Talent agenda.



**Plan for your
Workforce of
the Future**



**Role Model
Leadership
Behaviours &
Resilience**



**Pay attention
to Culture;
Build
Engagement**



**Rethink
Structure &
Ways of
Working**



**Be vigilant
about
Welfare &
Wellbeing**

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