

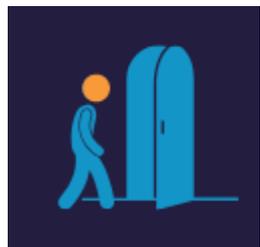
## Expert HR Support To Navigate Coronavirus Employment Issues

The impact of the coronavirus on business is profound and likely to be long lasting. A key issue as part of this is the implications of this crisis on employing people. Our expert HR team are on hand to help employers navigate through this uncharted territory.

Here are just some of the areas our HR team can help with:

### 1. *Furlough Guidance*

With the Coronavirus Job Retention Scheme in place until the end of October, but the option for the HMRC to complete audits for up to 5 years, it is essential employers keep a good paper trail of their furlough arrangements. We can support with a range of templates and guidance to managing furlough.

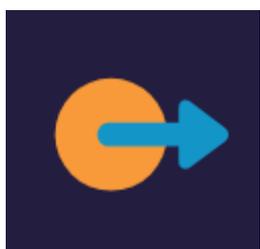


### 2. *Return to Work Guidance*

Returning to work after a prolonged period of no or remote working is set to be a huge issue for employers. We can help with the practical steps you need to take, and how to inform and consult with staff on the changes you are making.

### 3. *Coronavirus Policy Preparation*

The coronavirus has and will continue to change the world of work from how you manage holidays over the next year, to moving to being a more remote, flexible employer. We can provide a range of policies to support embracing the new world of work.



### 4. *Redundancy & Restructuring Support*

Many organisations will need to consider reducing their headcount in response to economic pressures. Redundancy and restructuring are tricky areas of employment law, and our team can work with employers to ensure they complete the process in line with employment law and HR best practice, and avoid the common pitfalls.

### 5. *Alternatives to Redundancy*

Even where redundancy is not required, employers may need to consider temporary or permanent changes to employment to survive. This might include lay off, short time working or changes to terms and conditions such as implementing a pay reduction. We can explore options and work with employers to develop a process to achieving such changes.



## Contact Us

If you would like expert HR help in handling any employment issues emerging from COVID-19, please contact us on **0141 221 2984** or email Louise McCosh, HR Director at [L.McCosh@frenchduncan.co.uk](mailto:L.McCosh@frenchduncan.co.uk).

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