



07/05/2020

# May Newsletter

Welcome to our May 2020 edition of The HR Elephant monthly Newsletter.



*“At the start of the year, I did not envision that we would all working be exclusively from home, while also juggling the demands of home schooling and the scheduling of numerous Zoom calls each day.*

*Covid-19 is fast becoming the accelerator for one of the greatest workplace transformations, forever changing the dynamics of how we work, communicate, learn, shop and exercise.*

*The implications of Covid-19 are expected to accelerate many future work initiatives such as:*

- *A hugh increase in training and investment for facilitating remote working.*
- *Employee wellbeing being prioritised as future of work will be the future of worker wellbeing.*
- *An opportunity for businesses to redefine themselves and fundamentally shift how they do business.*

**Aine Crilly, Managing Director**

## Coronavirus (Covid-19)

### Un-furloughing Employees?

As if furloughing employees was not enough of a headache for employers, now many are faced with the reversal process.

A lack of clarity and the absence of a clear established process has left many employers confused as to how they can correctly do this.

We recommend that employers:

1. Create un-furlough strategy, considering what main principles apply to the process.
2. Establish a fair selection criterion for un-furloughing employees.
3. Communicate to employees once this is established.

### What happens after Furlough?

- Employees reinstated back to work.
- Redundancies.

Unfortunately, redundancies are a harsh reality for many employers due to the circumstances we find ourselves in.

***Get in touch with our specialist team for advice in any aspect of the redundancy process.***

## Upcoming Events

**REED**

### Defending Your Business Through COVID-19

Online Webinar + Q&A

In collaboration with Adrian Markey, The HR Elephant and Navigator Financial Planning



[www.thehrelephant.com](http://www.thehrelephant.com)



[www.adrianmarkey.com](http://www.adrianmarkey.com)



[www.navigatorfp.com](http://www.navigatorfp.com)

Thursday 14th May @ 1pm

REED Specialist Recruitment Northern Ireland have partnered with Industry Leading Specialists within Accountancy, HR & Financial Planning to bring you our Online Webinar and Q&A

Our specialists, Adrian Markey, Aine Crilly, Frank Nolan & David Crozier will discuss the following topics with you:

- Defending Cashflow
- Government Support for Business
- HR Considerations & Furlough
- Managing Investments Through Uncertainty

If you would like to attend, contact [lisa.donaldson@reedglobal.com](mailto:lisa.donaldson@reedglobal.com) or any of the panel members

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