



Navigating People Challenges through COVID- 19 and Beyond



Paul Cripps

ABOUT ME



- HR Career spanned over 20 years (in Australia and the UK) including Head of HR roles at BNY Mellon and Willis Towers Watson and HR Manager at QBE Insurance
- Licensed member of the HR Coach Network – the largest independent HR Coaching Network in Australia
- Providing operational and strategic HR solutions in collaboration with business leaders and key stakeholders
- Helping Business' to align the activity of their workforce to the business strategy to improve performance and profitability
- Radio Host of a successful Business show with a listenership of 12k

MYTH BUSTERS



OPTIONS FOR EMPLOYERS



- Remain in the same role in same location with appropriate Health and Safety Measures
- Work from home with appropriate Health and Safety Measures
- Can an alternative role be performed
- Encourage use of Annual and Long Service Leave
- Consult with employees for other options
- Review Award (perhaps amended) or Enterprise Agreement for other options
- Redundancy – Be certain to follow a legally compliant process

JOB-KEEPER IMPLEMENTATION

What eligible employers can do



An employer can reasonably enforce:

1. JobKeeper Stand Down Direction
2. Direction Lead to change work duties
3. Direction to work in a different location



An employer can request:

1. The Employee Works Different Days and Times
1. The Employee Takes Paid Annual Leave

JOB-KEEPER IMPLEMENTATION

What eligible employers can't do



Employers Cannot:

1. Provide directions applicable to JobKeeper unless the employee and the employer are eligible for JobKeeper
2. Reduce an employees salary / hourly rate
3. Make an un-reasonable request e.g. change location interstate



OTHER AWARD CHANGES



Four Awards have changed to include temporary COVID-19 :

1. Hospitality Industry (General) Award 2010
2. Restaurant Industry Award 2010
3. Clerks – Private Sector Award 2010
4. Educational Services (Schools) General Staff Award 2010

Plus - Unpaid pandemic leave and annual leave flexibility in 99 other awards

Unpaid Pandemic Leave

Agreement to take double annual leave at Half Pay

THE KEY INGREDIENTS TO NAVIGATE



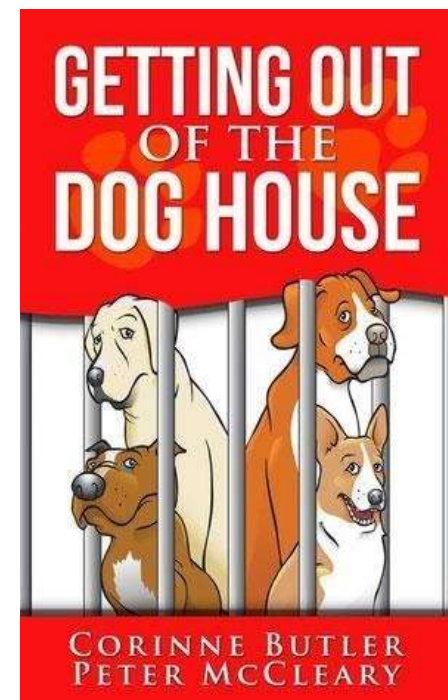
Employers must Remember the four C's

Communication

Compliance

Consultation

Culture

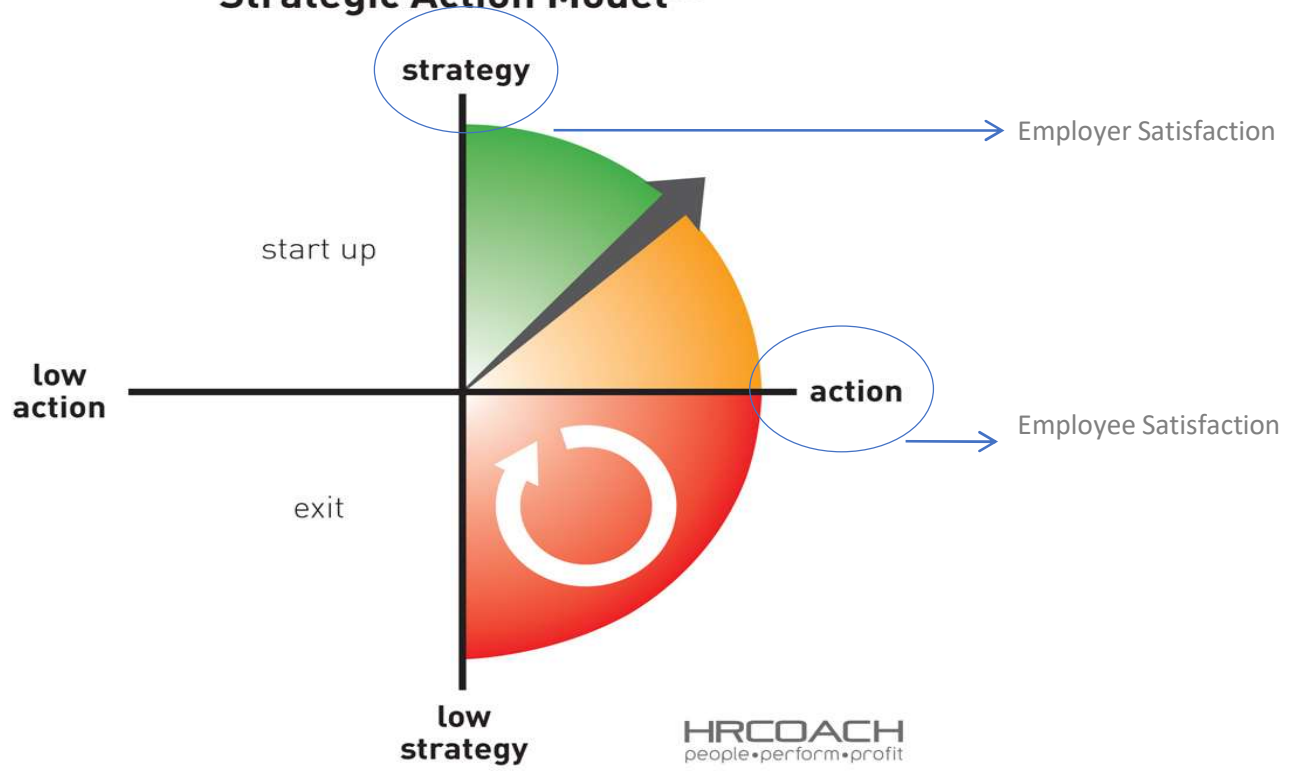


HOW TO SUCCEED POST COVID-19

What are 'best in class' employers doing?



Strategic Action Model™



HOW TO SUCCEED POST COVID-19

How do you Measure up to the National Australian standard for HR - HRF101

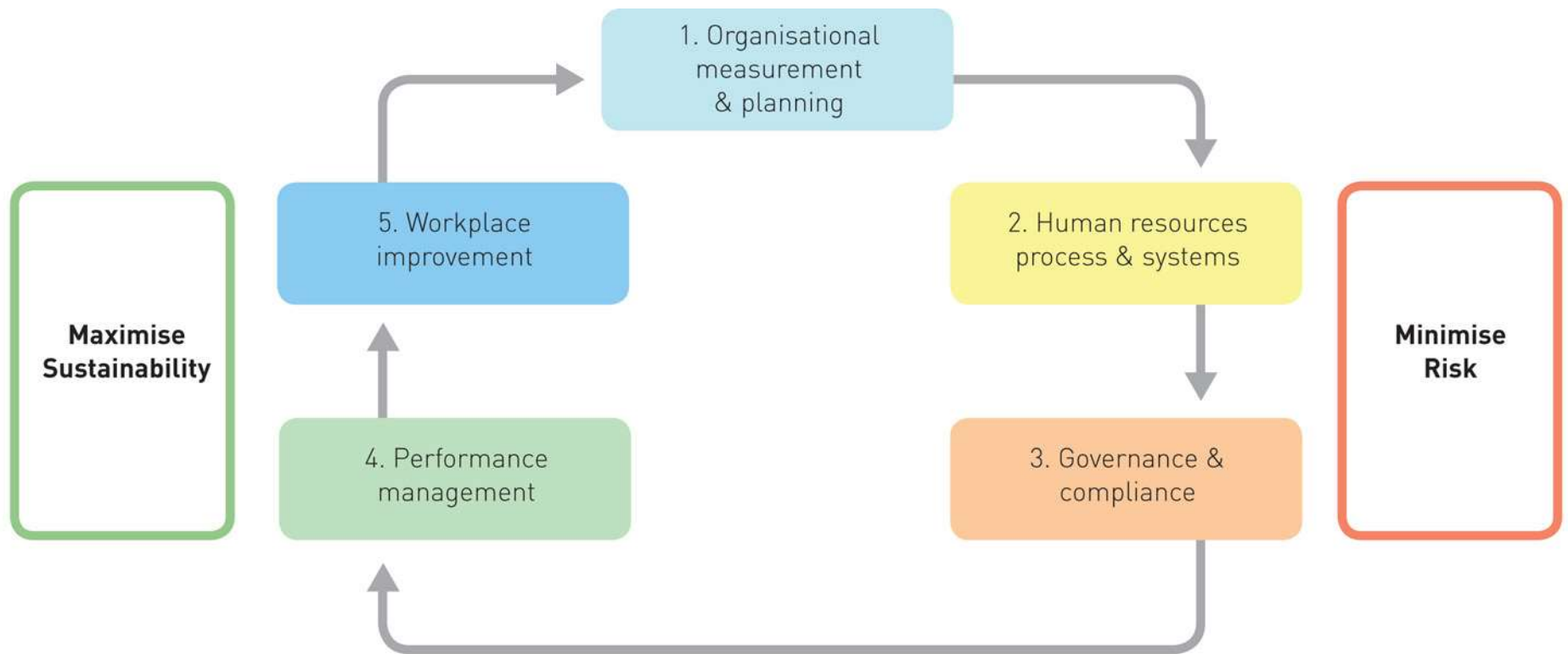
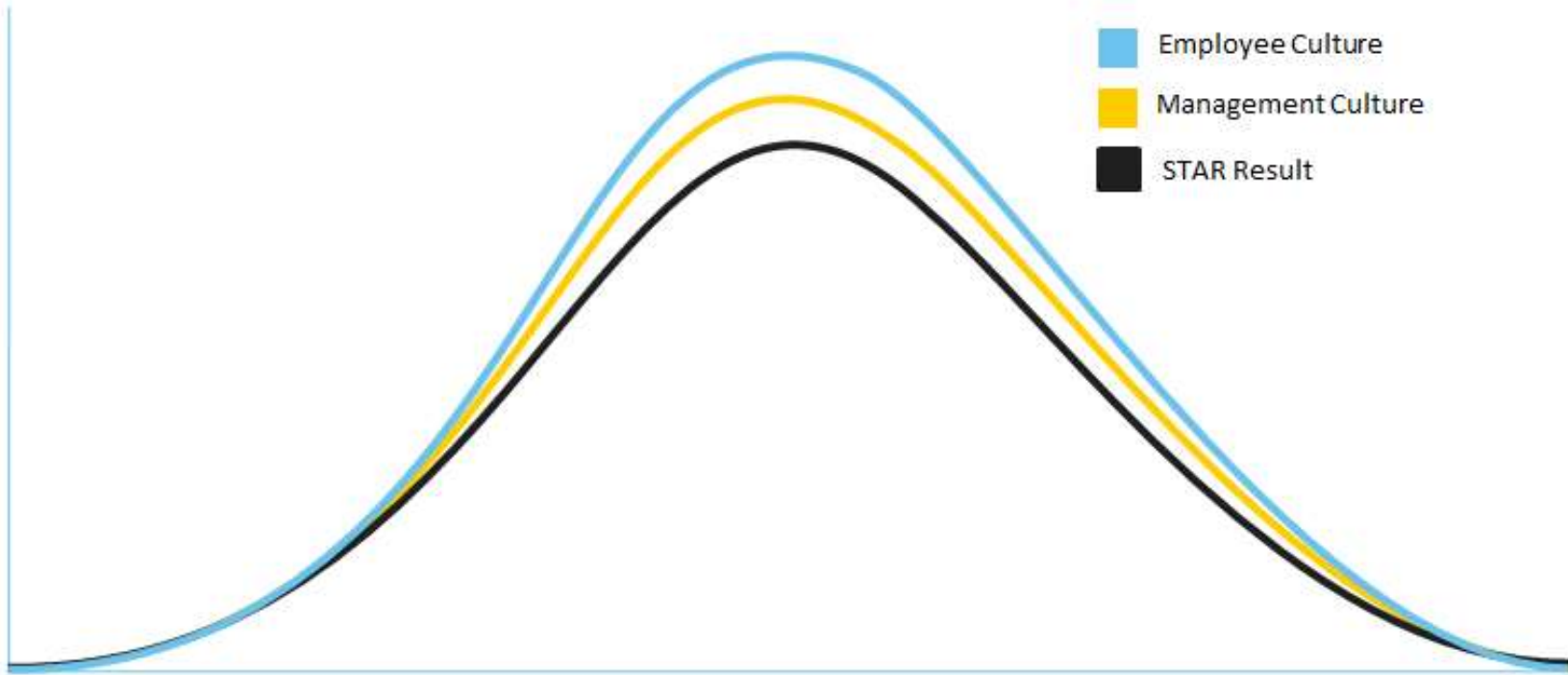


Figure 2 – Model for the Balanced Human Resource Framework©

HOW TO SUCCEED POST COVID-19

Don't Flatten this curve!!



www.pkpeoplesolutions.com.au





Employee Culture



Management Culture



Navigating People Challenges through COVID- 19 and Beyond

Paul Cripps

