

Questions from Webinar 7

Responses from Rachel Suff, Emma Mamo and Gail Kinman

In relation to participation, how can we ensure early involvement of employees and should this be before decisions are made?

The [CIPD Redundancy Factsheet](#) gives some basic advice on consultation with employees and our [Guide on Redundancy during COVID-19](#) adds to this – but definitely worth reading Acas' advice on redundancies, and [this content](#) gives some more step by step on individual consultation.

Any legal basis for issuing redundancy while on sick leave with stress?

I would suggest seeking legal advice on individual situations involving redundancy – but as I said in the webinar discussion, organisations need to be careful when selecting for redundancy if there are not enough volunteers. They must follow a fair procedure, and selection should be based on objective criteria and employment tribunals look favourably on use of a points system that scores individuals according to the criteria Organisations should take care not to discriminate directly and indirectly.

Questions on homeworking:

Key resources:

[Homeworking questionnaire](#)

[Podcast on managing the wellbeing of remote workers](#)

[FAQs from CIPD on health and safety and homeworking](#)

[CIPD Getting the most from remote working, top tips](#)

How can managers effectively risk manage and monitor the home working psychological social impacts?

Mind's Wellness Action Plan for working from home:

https://www.mind.org.uk/media-a/5802/22078_work-from-home-wap-final.pdf and other resources:

- Mind webinar – [Supporting remote workers](#)
- Mind webinar – [Wellness Action Plan for Home Workers](#)
- Advice on [how to support working parents](#)

Also, BPS guidelines for organisations and individuals on supporting home workers.

<https://www.bps.org.uk/sites/www.bps.org.uk/files/Policy/Policy%20-%20Files/Working%20from%20home.pdf>

Guidance on protecting home workers:

<https://www.hse.gov.uk/toolbox/workers/home.htm>

<https://www.som.org.uk/home-working-and-display-screen-equipment-dse-during-covid-19-factsheet>

Zoom fatigue research:

<https://news.stanford.edu/2021/02/23/four-causes-zoom-fatigue-solutions/>