

COVID-19: HR Response for Businesses

We are still supporting employers, remotely. Here's what employers need to consider:

HR support managers & employees

- ▶ How to manage current and future workload
- ▶ Managing the performance of a remote workforce
- ▶ Providing mental health and wellbeing support
- ▶ Keeping people informed and engaged - maintain morale and culture

Employers need to ensure they remain fair and reasonable throughout. Contact us for support around this.

Change management

- ▶ Hours of work
- ▶ Terms of employment
- ▶ Change in duties
- ▶ Stress management / wellbeing

Workforce planning

- ▶ Organising workloads
- ▶ Managing a remote workforce
- ▶ Permanent & contingent staffing
- ▶ Planning for the future

Restructuring

- ▶ Reducing or increasing headcount based on a business specific situation
- ▶ Reorganising the workforce from a contractual perspective - upsizing or downsizing
- ▶ How to manage the process when people are working, or at, home

Alert Level:

④ Eliminate

To take effect at 11.59pm on Wednesday 25 March

- People instructed to stay at home
- Educational facilities closed
- Businesses closed except for essential services (e.g. supermarkets, pharmacies, clinics) and lifeline utilities
- Rationing of supplies and requisitioning of facilities
- Travel severely limited
- Major reprioritisation of healthcare services



EQ Consultants have been an integral part of the future planning for Dairyworks since 2013. We have consistently found the team to be knowledgeable, professional and on board with wanting the best outcomes for our organisation. Steve has provided a wide range of HR services to Dairyworks as well as invaluable assistance with the organisational structure to position the company well for the future.

Peter Cross, owner - Dairyworks

Helping you during this time



Viv Patterson

Viv is well experienced in supporting employers with their people and change management. She has supported businesses through times of need like the GFC, earthquakes and helped them to come out of the other side.

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Craig Atkinson

Craig strives to implement and maintain best practice around procedures and policies for businesses. He ensures they remain competitive, compliant and keep their people safe - essential for all employers at this time.

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Steve Kennedy

Understanding a business, its culture and most importantly its people, are the fundamentals behind any solution. Steve ensures solutions that are in line with the business's needs as well as best outcomes for its people.

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What next

The Government is acting to support New Zealanders through these changes with an updated package that has been expanded. This includes:

- ▶ a wage subsidy scheme
- ▶ leave and self-isolation support
- ▶ business cash flow and tax measures.

Find out more about COVID-19 financial support on the Work and Income website [here](#).

Need people support urgently?

Call us on 03 366 4034



Nova Trust is an NGO and Social enterprise working in the social and healthcare sector. For the last year, we've been working with EQ Consultants on a number of projects, including IEA reviews, an organisational restructure and ad-hoc HR management issues.

After supporting us on projects initially, EQ Consultants now provides our outsourced HRM and Employee Relations function and expertise, to great effect. Advice, support and systems development has been readily accessible, productive and delivered with a high level of professionalism.

Steve Rossell, Chief Exec - Nova Trust