



# Commercial Insurance Profile

## July 2021

### Help Remote Employees Stay Cool During a Heatwave

Remote work is here to stay. Given that new reality, organisations will have to get used to a number of intricacies that come with this type of work arrangement. As summer temperatures continue to rise, it's important for employers to remember that many of their employees do not have access to air conditioning.

Employers still bear a certain level of responsibility for employees staying safe while working from houses or flats that may not have the same comforts as a traditional workplace. In addition to ensuring employees are safe from any heat-related risks, organisations must also understand productivity could be impacted if workers are uncomfortable, fatigued or dehydrated. Even in the case of remote employees, employers still have a duty to make sure workers have a safe environment and are not at risk of heat illness.

To ensure remote employees are staying safe during hot weather, consider the following steps:

- **Check**—Managers should be instructed to check on remote workers regularly to verify their work environment is safe.
- **Remind**—While checking in, managers should also remind employees to stay hydrated by drinking water and avoiding excessive amounts of caffeinated beverages.
- **Relax**—Remote employees may already have a looser dress code than they would in an office environment, but employers may need to consider further relaxing these policies to help employees stay comfortable.
- **Consider**—Many employers have already provided equipment to employees who work remotely, but it may be worth adding to that list. Consider if substituting different electronic devices may generate less heat in employees' homes. Organisations could also consider providing workers with fans.
- **Be aware**—Employers must continue to be considerate of any employees who may have a disability or condition that would make working in high temperatures more difficult or even dangerous.

For more information on keeping remote employees safe during a heatwave, contact us today.

## Steps for Recruiting the Best Remote Candidates

Many organisations have now embraced remote work. Even after the threat of COVID-19 fades and a full return to the physical workplace becomes possible, many employers are expected to continue remote work. Organisations should take the time to understand how the continuing popularity of these work arrangements will open up many new possibilities.

As fewer employees need to live in close proximity to a physical workplace, employers are likely to find they can now access a far broader talent pool when attempting to fill new or open positions. Similarly, many talented candidates may now discover there are far more options available to them due to distance no longer being a factor. With these things in mind, it's important for employers to reconsider the following aspects of searching for the best candidates, such as:

- **Recruitment practices**—There are many online recruiting websites that specialise specifically in remote job postings. Sharing postings on social media and asking employees to share openings themselves can also help employers reach a new network of candidates.
- **Job descriptions**—Employers should be clear and transparent about a position's requirements and the organisation's philosophy towards remote work as a whole. Furthermore, any requirements related to time zones, schedules and technology should also be thoroughly explained.
- **Perks**—While employees spending every day in a physical workplace may enjoy free beverages or an attractive location, employers should think about how they may be able to provide similar comforts to remote workers. For example, while a remote employee will not be able to grab a free cup of coffee from the break room, employers could create a similar perk by providing a gift card to a nearby cafe or coffeehouse.
- **Diversity awareness**—When recruiting remotely, employers may be more likely to meet candidates who come from diverse backgrounds. It's important that all applicants feel like they are interviewing with an inclusive organisation that will respect them.

As many organisations attempt to recover from the pandemic, there may be significant competition for top talent. Employers that make the necessary adjustments to their recruiting processes may find themselves with a significant advantage when attempting to reach the best candidates.

