



Coronavirus - Employers' Health & Safety Obligations

The COVID-19 pandemic brings about some fresh considerations for employers around the Health, Safety and mental wellbeing of their workers.

Health and Safety

With a significant number of people migrating to home working for the foreseeable future, employers must ensure staff work in a safe environment. This applies to those who need to come into the workplace and those working from home. The Health and Safety Executive advise that there should be regular contact with home workers to avoid any worker feeling isolated, which can affect stress levels and have adverse mental health consequences.

More information and guidance is available via the HSE website:

- (i) [Frequently asked questions on Health & Safety](#)
- (ii) [Risk assessments at work](#)
- (iii) [Health & Safety basics for business](#)
- (iv) [Health & Safety tools and templates](#)

Mental wellbeing and mindfulness

When working from home, employers should be particularly mindful of staff morale and mental health. Providing guidance, such as Lexleyton's Top Tips On Working From Home and regularly checking in on your people can go a long way. Employers should also ensure that they have an up to date home-working policy and proactively:

- highlight the need for rest breaks, correct posture and avoiding eye fatigue by changing focus from time to time;
- where needed make available specialised equipment such as customised keyboards, mice and ergonomic chairs;
- encourage employees to exercise and find other engaging distractions away from work while isolated;
- adopt a flexible and understanding approach to individual's personal circumstances, particularly those who have additional challenges, such as family members who are impacted by the virus or lack of support on childcare.

