




The Post Lockdown Guide For Managers





The entire human race is currently going through some of the toughest days since the last world war broke out. What was initially believed to be just regular flu soon turned out to be a **pandemic that jeopardized** the standard world order. Economies came tumbling, and people all over the world started losing their jobs as several countries went into a state of lockdown.

Many organizations around the world have now resorted to the [Work From Home policy](#) to keep their employees safe and operations running to a certain extent. However, with each passing day, people are only growing anxious about when everything will be normal again. But with no cure developed yet, the overall situation doesn't seem to get better anytime soon.

Also, a lot of things have changed now, and the old ways of micro-managing a business don't seem to be valid in today's date. It's now time for organizations to start thinking about their approach once the lockdown eases or is over.





To understand it in a better way, let's quickly check out some of the changes that have taken place and will impact every one of us in the long run:

- 1 Businesses have started establishing a culture of virtual collaboration among the employees as well as their clients and associates using various [online resources and tools](#) more than ever before.
- 2 Social distancing has become the new norm, and it is here to remain until there emerges a cure for COVID-19.
- 3 Everyone is now more concerned about maintaining personal hygiene for their own safety and also the others near them.
- 4 Employees could enjoy a better [work-life balance](#) by adapting to the work from home scheme.

Even though these developments have occurred all of a sudden, it'll be a crucial task for organizations to abide by these changes to whatever extent they can once the lockdown is relaxed or is completely lifted by the authorities.

Therefore, to assist you in preparing a post lockdown strategy for resuming normal operations within the organization, I have jotted down the ten key points which you need to emphasize.



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Post Lockdown Tips For Employers





1. Make Sure Your Workplace is Safe and Sanitized

The first and foremost thing that you should do as an employer is to make sure that all your working locations are safe and properly sanitized ahead of marking the first day after the lockdown. For this, instruct the cleaners to use **alcohol-based disinfectants**, which are proven against many germs and viruses, including the COVID-19. Place hand sanitizers and tissues at all the common areas around the workplace. At the same time, you must also ensure that these things are refilled or replaced from time to time.

Along with this, you must rearrange your workplaces so that there's at least **1 meter of space between each employee**. And also, encourage all your employees and other staff members to wear a face mask at all times and practice proper etiquette while they cough or sneeze.





2. Classifying Your Employees With Respiratory Illnesses or Other Diseases

Even though every one of us is equally vulnerable to the COVID-19, it possesses a threat, especially to those who have any respiratory illness or are **suffering from chronic diseases**. With this, the other important task for you is to classify your employees who might be suffering from such conditions. Here, it would be better for you to ask these employees to continue with their work from home schedules to keep them as well as the others safe.

Doing this would also allow you to minimize the congestion at the workplace, making adequate space for the employees.





3. Arranging Safe Transportation Means for Your Employees

If you are familiar with the term “Fomites,” then you must already know why I am suggesting you this point. For those who don’t know, fomites are the objects that are very likely to spread the virus when someone touches or comes in contact with it, and public transportation is one of the hotspots for fomites in general. Employees who use their own vehicles are still relatively safe compared to those who use alternative means to get to their workplace. Hence, you should definitely consider arranging some transportation means for your employees to mitigate the risk for them coming in contact with the virus.





4. Implementing Measures for Ensuring Psychological Safety

The lockdown days have been really tough as we are all caged within the four walls of our house. However, from an employee's point of view, these days have helped them spend some quality time with their families while being at work at the same time. However, coming out of this period is not going to be an easy affair, as there'll still be a cloud of uncertainty regarding the pandemic. And this is going to affect the productivity of your employees at the workplace severely. Therefore, you should take all possible measures to **ensure that your employees feel psychologically safe while at work.**

To support this, you can facilitate them with **access to mental health experts.** Or you can also organize informal discussion sessions with all to share their experiences and cheer up each other in these times of distress.





5. Minimize All Business-Related Travels Across the Organization

Another point to add to your post lockdown strategy checklist is to **curb down all non-essential business travels** for everyone in the organization. Initiating lockdown and practicing social distancing are only temporary solutions to slow down the spread of COVID-19. So, even after the lockdown is lifted, the risk of COVID-19 will still persist. Therefore, you must make it a point and also encourage everyone to continue with their online collaborations. Not only this work arrangement brings better efficiency, but it'll also help the organization bring down some of its expenses and be future-ready.





6. Prepare an Emergency COVID-19 Response Team at Your Workplace

Even if the lockdown eases or is lifted the threat of COVID-19 will still remain and you should be prepared to tackle it in your workplaces. You can consider forming an **In-house COVID-19 response team** comprising your managers and paramedic personnel. This team would be responsible for monitoring your employees' daily health status. As well as, ensure that all the best practices are followed within the organization. Hence, before bringing in your employees prepare an **SOP** and educate your managers on how they should handle COVID-19 cases in the workplace.






7. Call in Your Employees to Work in Batches

If you're considering to bring back your employees, then divide them into batches to avoid crowding the workplace. Also, keep the option of remote working open for all. Allow **flexible work schedule for those employees** who commute on public transport to reach the workplace. Keep track of each employee and their health across all the batches to mitigate the risk of virus spreading.

Further, abide by your local laws and regulations laid down by the authorities regarding the presence of employees at the workplace.





8. Make Necessary Arrangements to Accommodate Your Employees

If a majority of your employees have to commute daily and pass through vulnerable areas that are identified as hotspots then the risk increases at your workplace. To avoid such a situation, you should definitely make some arrangements to accommodate those employees near the workplace.

Before admitting an employee inside the facility coordinate with your response teams and check them for any symptoms or other health ailments that could put them as well as others at risk. Also, **record their body temperatures frequently** and stay prepared to quarantine anyone showing abnormal health.





9. Introduce a Workplace Wellness Program to Keep the Employees Healthy

[Workplace wellness programs](#) have become the need of the hour for every organization. The lockdown has impacted a lot on our physical and mental health. The same issue is also faced by your employees' and it is definitely going to make it difficult for them to cope up once they return to work.

These wellness programs pack in various health activities that are tailored to keep the employees' active at work. Having such an initiative in the workplace is also going to help your employees take up a healthy lifestyle in the long term.



Learn More:

A Complete Guide on Corporate Wellness Program

[Download now](#)





10. Mark Spaces Around Your Workplace That Can Be Used as a Quarantine Zone

Under the current circumstances, you never know when the worse will strike you. Even if one of your employees returning to work got in contact with someone with the virus it can cause a catastrophe. Therefore, mark some spaces around your workplace that can be utilized as quarantine zones. Take proper precautions and measures when transferring an employee to and from these zones. Sanitize those zones from time to time and restrict the entry of non-authorized persons into these zones.





Final Words

The complete lockdown due to COVID-19 across the world won't be staying for a very long term. Many businesses have already collapsed during this period, and with every passing day, everyone is growing anxious about when they can go back to their usual way of life. Though forcing people to stay inside their homes looks like a harsh decision, but it was vital to stop the spread of the virus. Even if normalcy returns, it'll be a very faint one until there emerges a cure for this disease. Ultimately, it is all on us and what measures we take that would keep ourselves safe in this crisis.

The above were a few points that I believe every employer should consider for keeping everyone safe in the workplace during the post lockdown period.





About Us

Vantage Circle is a unified employee engagement platform that provides solutions to leaders, managers and HR professionals who are seeking ways to transform company culture and elevate the employee experience.

The four modules of Vantage Circle namely, *Vantage Rewards*, *Vantage Pulse*, *Vantage Fit* and *Vantage Perks* are designed to look after four major concerns of Human resource management.

Vantage Rewards is the cloud-based Rewards & Recognition program that helps organizations in building a culture of mutual appreciation and trust.

The second module, **Vantage Perks** is an employee discount platform that offers a wide range of deals and discounts for employees to choose from and earn cashback on every purchase they make.

Vantage Fit is a customizable mobile-first health and wellness application designed specifically to suit the health needs of corporate workers.

The final product, **Vantage Pulse** is a powerful employee survey tool that lets you collect, measure, and act on real-time employee feedback.



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