



FOUNDERS: NURTURING YOUR WORKFORCE TO SECURE THE FUTURE

With such a rapidly shifting business landscape, now is a good time to step back and evaluate how your workforce can shape your future.

Although recruitment may not currently be top of your agenda, the decisions you take now to retain existing talent or attract new talent will determine how flexibly you can adapt and how attractive your business will look to potential investors. Here are some key actions to consider.

To discuss any of the themes set out below and/or to discuss how Taylor Vinters can assist you ensure that your approach to recruitment maintains compliance please feel free to speak to your usual Taylor Vinters contact.



STAY TRUE TO YOUR CULTURE. Your organisation's supportive environment and sense of purpose will be tested. Being consistent with your culture will be remembered long after current difficulties have passed.



KEEP KEY PEOPLE INCENTIVISED. Pay rises, bonuses and promotions may be deferred, so devise other plans to make employees feel valued in uncertain times. Consider bespoke packages to retain key individuals.



AVOID KNEE-JERK REDUNDANCIES. COVID-19's true impact remains unknown. Letting go of valuable employees too early can be a bigger financial risk than holding onto staff and biding your time.



TAKE LESSONS FROM ADVERSITY. New operating methods may have long-term value. Could allowing more home working improve productivity and retention? Use this experience to improve your contingency planning.



BE READY TO RAMP UP. Plan now for returning to operating normally. Could furloughed employees return in stages? If furlough ends before you need all workers back, can you use accrued holiday to stagger resourcing?



PREPARE FOR A FLEXIBLE WORKFORCE. More employees may want to work flexibly; they have the right to formally request this. Ensure your response is in line with the law and allows you to best manage individual and business interests.



FOCUS ON MENTAL WELL-BEING. Hold daily team phone or video calls, address worries, and identify stressed employees. Be proactive about managing these issues.



ENSURE COMPLIANCE. Keep your recruitment strategy compliant. Any new contracts must meet the new statutory requirements (set out in our [previous article](#)) which came into force on 6 April 2020.

Taylor Vinters 
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