

Problems with getting back to work

Technology for a new working world



Getting back to work

There are many issues with getting staff back to work from conducting a comprehensive risk assessment through to individual needs and requirements. We need to plan and constantly review to ensure that we have taken the appropriate steps to keep everyone safe.

This takes time and coordination and with the rules and regulations in constant flux it is going to be challenging to get it right and stay on top of the ever-moving target. Moreover, as we change and adapt to the new normal, we could also introduce a new set of risks and issues that will also need to be addressed.

So, what do we need to do:

1. **Information and training:** all employers have a duty to provide information and training to their employees and this needs to be communicated to your staff so that they know what to expect before they set a foot back into the workplace. We work with a partners who specialise in worker engagement they have an App that enables organisation to inform, train and receive feedback remotely, combined with the IM&M suite it forms an extension that can be accessed by employees anywhere.



2. Air Quality: The HSE has issued guidance in relation to air conditioning, but we also need to think about stagnant water and salmonella. If you use a centralised ventilation system that circulates air to different rooms, it is recommended that you turn this off and wherever you can, use a fresh air supply.
3. 2mtr rule: Ensure that people are at least two meters apart, in our view tape or other such processes rarely are effective they are torn off and often create hazards of their own. Using technology like the IM&M way to work App enables desks to be put into and out of use, if then combined with desk or area sensors you can alert if social distancing is not maintained. This has a number of benefits
 - a. No unsightly tape or other potential hazards
 - b. Employees can self-certify before coming into work
 - c. Allow users to self-select spaces to use
 - d. Provides accurate detail on building usage
 - e. Provides ability for “track and trace” in case of infection
 - f. Desks can be taken out of use and cleaned regularly

For a lot of people getting back to some sort of normality is essential and for those people concerned about returning to work we need to give them confidence and reassurance that things are going to get better and that it is safe to return to the workplace.

Here at IM&M we have a number of simple cost-effective solutions that allow you to provide confidence that your workplace is safe to return to by allowing your employees to manage and choose where and when they will come to the office. We work with partners such as One Sight solutions to adjust the ventilation and air circulation and Actimo to enable employee engagement.

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