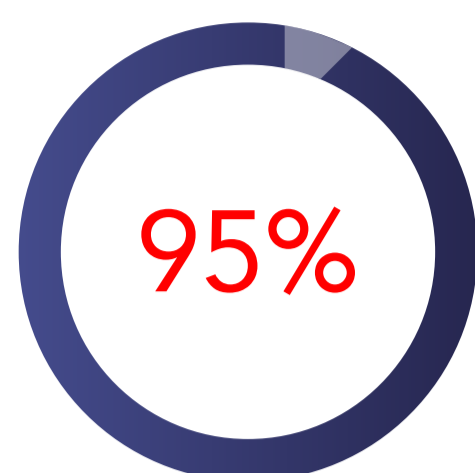




# BRAVE NEW WORLD

## Navigating the Post-COVID Era

Employees' welfare are of the utmost importance.



In a survey conducted by SHRI, 95% of HR Managers agree employers should ensure a balance between a safe work environment and employees' rights.



### Tips for creating a COVID-19 policy

## 1 Do not mandate employees to take vaccine. Here's why



Religious concerns



Concerns about individual liberty and autonomy



Disability-related concerns

## 2 Encourage uptake by providing assurance...



### Introduce campaigns

to educate employees and reduce skepticism about the vaccine by relaying scientifically backed information.



### Distribute information

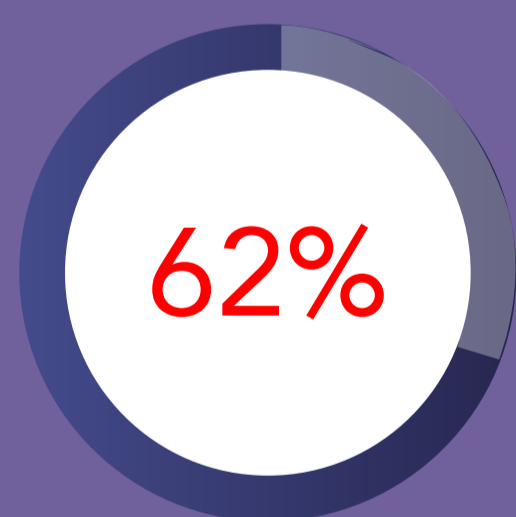
packets, organise panel talks or Q&A sessions with medical experts to help dispel employees' fears.



### Lead by example

and have leaders be the first to receive the vaccine.

### ...and incentives



### 62% of HR Managers agree

vaccination incentives should include:

- paid time off
- flexible work arrangements
- extended leave

To allow employees to take the vaccine and rest and recuperate from the side effects.

## 3 Wellness Programme

Show care and concern, and provide support to your employees



Increase the satisfaction rate of the employees and achieve higher retention rates.



### Employee wellness benefits to consider:

- immunisation benefits (as part of flexi-benefits scheme)
- COVID-19 insurance
- mental health insurance

### 68% of HR Managers likely

to buy COVID-19 group insurance

Productivity and mental health are proven to be **interlinked**. Ensure that your employees are happy at work!

