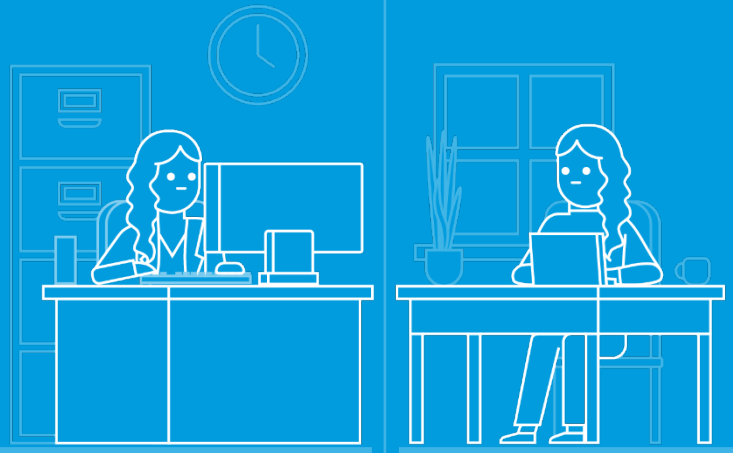


Hybrid working

Is your organisation ready?



The Pandemic has changed working practices forever, with the benefits of remote working hard for some employees to relinquish. Many will want to continue working in this way, however there are some who may want to return to the office. Others may prefer a more “hybrid approach”, splitting their time between home and the office.

But how do you balance what your employees want with what is right for your organisation? What are the tax implications? What are the legal risks? These are some of the challenges you are likely to face.



Our People Advisory Services Team can guide your organisation through these challenges, helping you decide which approach is best for you and working with you to implement a structure to mitigate the legal, tax and HR risks.

Hybrid working issues



Employment tax implications of providing equipment, paying allowances and changes to the permanent workplace.



Global Mobility and Permanent Establishment issues created by employees remote working outside of the UK.



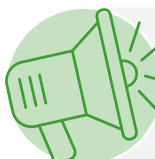
Impact on employment contracts.



GDPR, data security and confidentiality



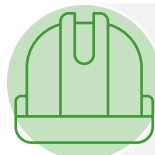
Reasonable adjustment risks for disabled employees and equality and diversity risks.



Dealing with workplace conflict or performance issues arising from hybrid working.



Ensuring ongoing employee engagement and wellbeing of hybrid workers and non-hybrid workers.



Addressing health & safety complaints / grievances.

How can RSM help?

RSM's team of people advisory specialists work together and can:

- Facilitate a workshop for key stakeholders to cover HR, tax and legal considerations and challenges. This will help you design your approach to hybrid working.
- Undertake pulse surveys/employee engagement surveys to analyse workforce sentiment on hybrid working to inform your policy design.
- Design your hybrid policy and support with implementation.
- Develop or review your hybrid working communication plan.
- Review and work with you to update your expense and travel policy to reflect hybrid working changes.
- Provide training to address key risk areas from hybrid working such as performance management and potential discrimination.
- Work with our RSM International network to support you with a global hybrid working policy and manage the UK and overseas tax, social security, payroll and permanent establishment compliance obligations created by global hybrid working scenarios.

For more information please speak with your usual contact or our specialists below

David Williams Richardson

Employment Tax, Partner

T +44 (0) 1293 843112

david.williams-richardson@rsmuk.com

Joanne Webber

Global Employer Services, Partner

T +44 (0) 7799 831671

joanne.webber@rsmuk.com

Anne-Marie Welch

National Head of Employer Solutions and People Advisory Services, Partner

T +44 (0) 7780 469012

anne-marie.welch@rsmuk.com

Charlie Barnes

Employment Legal, Director

T +44 (0) 7800 617 125

charlie.barnes@rsmuk.com

Hannah Gibson-Patel

Senior HR Consultant

T +44 (0) 7785 462806

hannah.gibson-patel@rsmuk.com

rsmuk.com

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