

## Preparing your workforce strategy for a post-COVID world



Recent disruptions to the workplace driven by the impact of COVID have resulted in organizations having to quickly adapt to new ways of managing their workforce. While over 90% of organizations currently have a remote work policy in place, **two-thirds of those policies are temporary as a result of COVID**, and almost **half don't yet know what their policy will look like after the pandemic**<sup>1</sup>.

As more organizations consider how their current workforce strategy aligns with their future talent strategy, they must ensure that they have the right safeguards in place to balance risk and compliance, while also continuing to attract, retain, and support their workforce. It is therefore **imperative that organizations conduct a top-down review of their workforce strategies and policies** to make certain that they adequately support the needs of their employees in a post-COVID world.

### Workforce Models

COVID has changed the way work is done. Some organizations may have three types of workforces to accommodate:



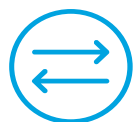
#### Remote Workers:

workers who do not commute or travel to a central working space



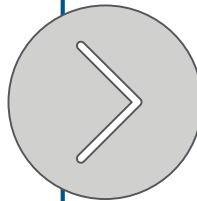
#### On-site Workers:

workers who perform their duties at an organization's central location



#### Hybrid Workers:

workers who perform their duties in part remotely and in part on-site



### Workforce Considerations

Organizations need to understand if their strategies and policies both meet the needs of their workforce and are consistent with their future talent strategy. Some topics to consider addressing include, (but are not limited to):

- Wage and hour
- Benefits
- Compensation (including, geographic differentials)
- Reimbursements (e.g., home office equipment, technology expenses)
- Travel and entertainment
- Talent and performance
- Tax and payroll
- Leaves of absence
- Workers' compensation
- Privacy and security
- Health and safety
- Discrimination

### Let's Talk!



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1. Deloitte / Emsight Remote Work Practices survey; 202 companies surveyed; published: 1/21/21