

# Riding out the recession

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What HR challenges do you face currently within your business and with your employees?

## Key points for consideration

- Think long term
- Maintain employee engagement
- Strengthen line management capability
- Support employees' health and well being
- Develop a strategy for redundancy for if you need it
  - Regularly consider ways to minimise redundancy
  - Consult with your team
  - Establish fair and objective selection criteria
- Help redundancy employees find other work
- Plan for the future

*Source: CIPD*

## Key HR activities

- Regular communication, staff and team briefings
- Involve employees in initiatives
- Clear standards of behaviour for leaders
- Honest and regular one to one feedback/appraisals (documented)
- Observe the atmosphere (anxiety and stress)
- Innovative learning and development solutions
- Know your legislation, check your polices and procedures

- Be proactive
- Take action
- Regularly review

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