



## Get It Right | The Coronavirus Hub

25 Sep 2020

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With all of the UK under ever tighter restrictions due to Coronavirus, GMB is more determined than ever to ensure that our members are safe and their jobs secure.

We want to see workplaces open where they can do so safely and where they can't open safely for jobs to be safeguarded for better times in the future.

## What is your current working situation?

In the workplace



# Working from home

## Other

(Furlough, redundancy, etc)



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### ? Working from home principles ?

During the first lockdown many GMB members accepted less than perfect homeworking arrangements in a spirit of muddling through and make do and mend.

We now know we are in for a long haul where millions of people will be homeworking in the medium term and at least until the widespread distribution of a effective vaccine.

In this situation of extended homeworking it becomes an abuse of goodwill by the employer to fail to put in place adequate systems to manage and support homeworking.

**It's important your employer gets it right and ensures that your workplace is safe. Use the information and guidance below to ensure this happens.**

# GMB

## guide to safe home working

**We think it's time to ensure that all employers shoulder their fair share of the cost of homeworking.**

Employers need to be reminded that we are doing them a favour by working from home. We are giving them space in our homes to run their business from.

The three areas GMB are concerned about are: **Cost**, **Kit** and **Welfare**.

### Cost

The employer must bear all the costs of the move to homeworking



### Kit

The employer must provide the right equipment, advice and support to work from home effectively, safely, and comfortably



### Welfare

The employer must put in place effective support mechanisms to reduce stress and promote a good



# ? Furlough extension ?

The Government has extended the furlough arrangements (otherwise known as the Coronavirus Job Retention Scheme – CJRS) until the end of March 2021.

The employer must provide the right of support to help maintain work/life balance and promote a healthy, safe and comfortable working environment.

That means the employer footing the bill for things like:

That means the employer must:

- Extra heating costs
- Extra electricity during your working hours.
- Use of premises to set up a safe and comfortable 'home office' if you are working from home.
- Use of premises for work-related activities you are paid to be 'on call'.

## ? Saving Jobs Hub ?

GMB fights for every job. There is no bigger challenge for us and no time where our members need us more. See our relevant guidance and advice on saving jobs.

- Carry out a stress risk assessment using HSE tools.

Best practice: the employer should be responsible for providing their own photocopiers, printers, scanners, equipment, tablets, etc. That means they should provide adequate equipment (including office furniture where necessary) to allow you to maintain good posture and ensure that you take regular breaks.



Did you know you might be entitled to tax relief of more than £100?

If you've been required to work from home - even if just for a day - since April 6th then you might be able to claim tax relief.

**GMB**  
**SAVING JOBS**  
**HUB**

Find out more and claim by clicking the button below