

# Summer of '21 and beyond: what does the “new normal” workplace look like?

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White Paper Conference

2021

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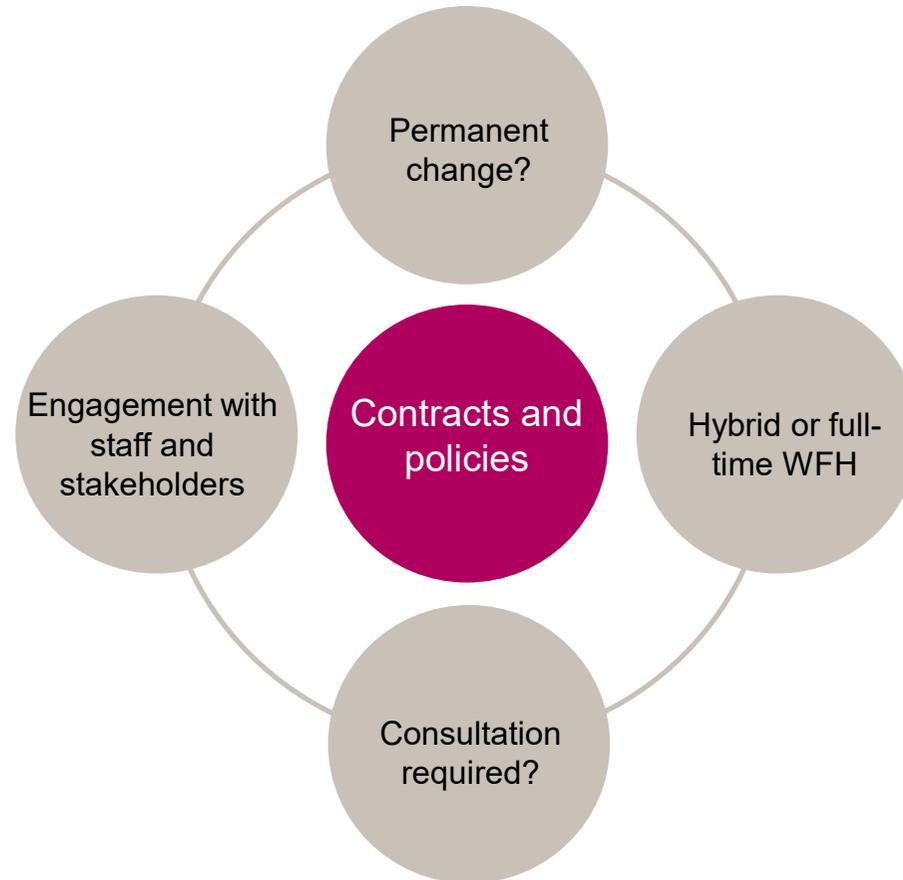
# Key considerations

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- 1 Contractual or policy change
- 2 Engagement with employees and stakeholders
- 3 Flexible working requests
- 4 Refusal to return

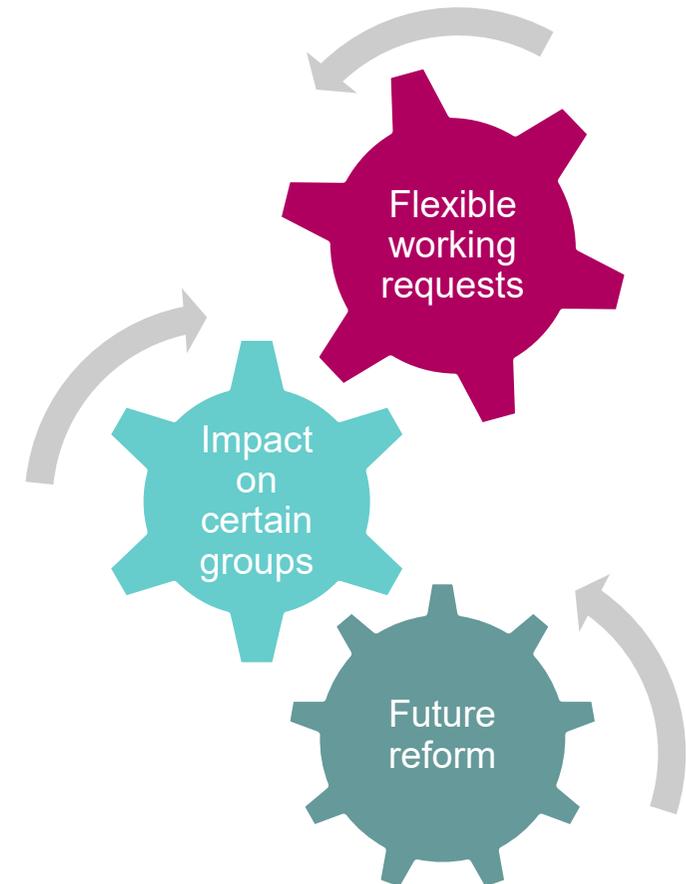
# Contractual change or policy change?

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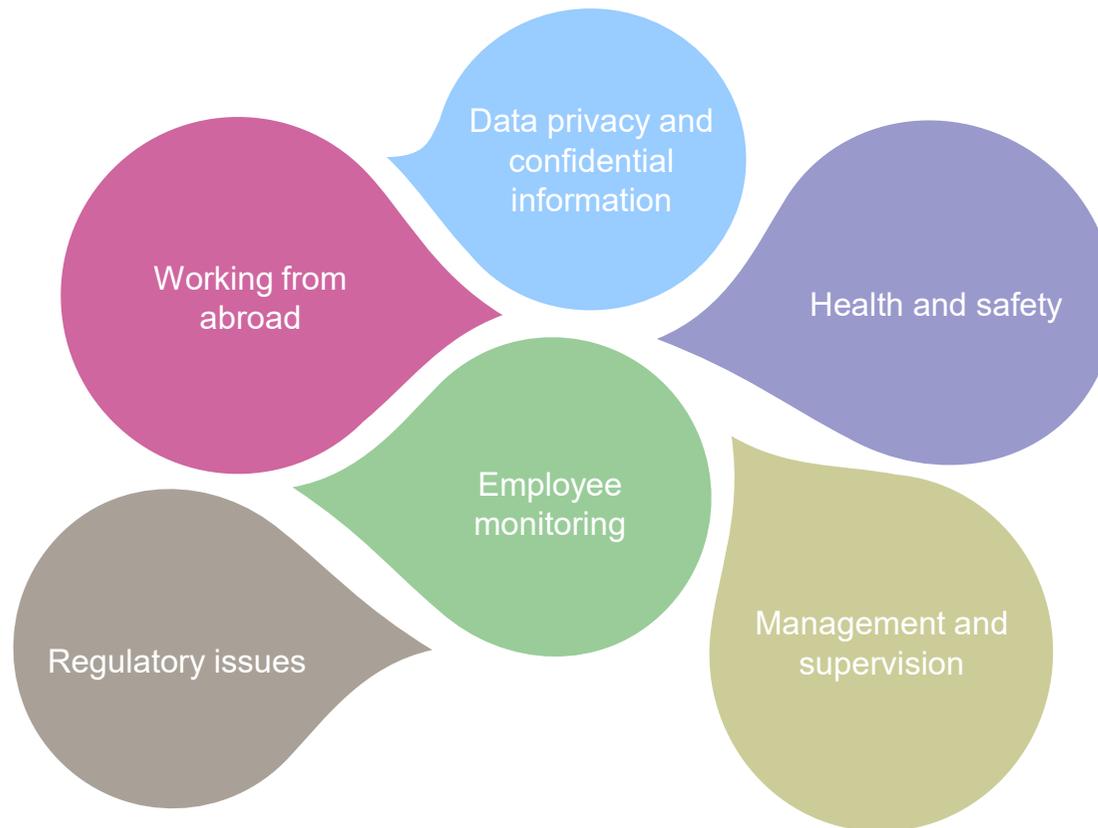
# What if an employee doesn't want to return?

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# Tricky issues

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# Tricky issues

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## Employee monitoring

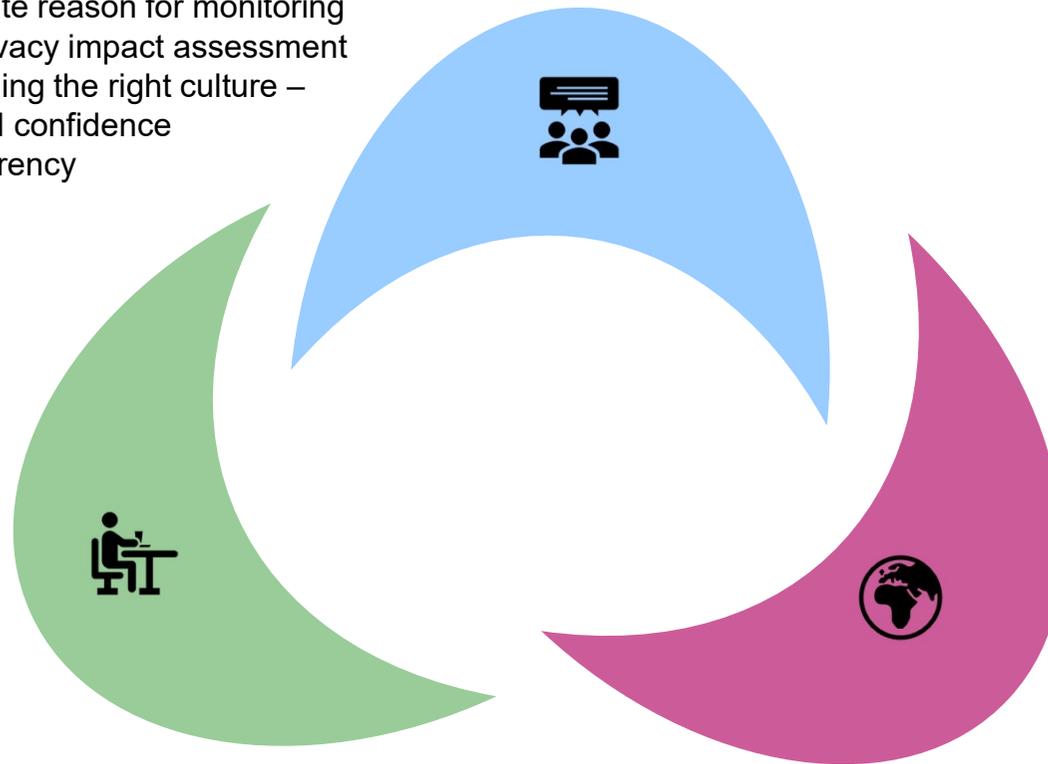
- Legitimate reason for monitoring
- Data privacy impact assessment
- Maintaining the right culture – trust and confidence
- Transparency

## Health & Safety

- Home office risk assessment
- Specific needs
- Mental health
- Support programmes

## Working from abroad

- Tax: permanent establishment issues
- Employment law rights in host country
- Regulatory issues: Are local approvals required? Is there sufficient oversight/monitoring?



# Tricky issues

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## Management & Supervision

- Performance management
- Regular contact/oversight
- Training



## Data privacy

- Protecting confidential information
- Employee devices



## Regulatory requirements

- Is there sufficient oversight/monitoring?
- Conduct risk



# Contact

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