

# *Business Response to COVID-19 Pandemics*

By  
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## Business Continuity Planning Advisory

- Set up alternate teams of employees (e.g. Team A & Team B) who can be deployed at different work schedules.
- Teams should be physically segregated to avoid the risk of infection between teams.
- Cross-train employees and establish covering arrangements to minimise disruptions.
- Educate employees on infection control and good personal hygiene



## Pitfalls to Avoid

- Scaling back on training and up-skilling
- Losing key employees due to L.O.A / Quarantine
- Eroding value proposition to Clients
- Inactivity to relook into business transformation and human capital development

- Employers are asked to hold their staff and not release them as government comes in to support Jobs Support Credit to finance wages
- Rental Subsidy
- SNEF work closely with NTUC workers in the 5 priority sectors badly hit by COVID-19 like tourism, travel, MICES, airport transport and attractions
- Excess foreign manpower to be re-deployed to other sectors working closely with Ministry of Manpower
- Employers owing chalets etc work closely with our ministry of health for housing personnel on leave of absence (LOA)/stay home notice (SHN)
- Telecommuting (telework), be empathy to staff on LOA and SHN who are suspected
- Dialogues with members (via zoom) and sending our tripartite guidelines on COVID-19 align with government

SNEF organises capability development and interest free deferred payment in respond to COVID-19 for members

- Business Continuity Plan training with templates and easy to implement
- Extend 2 months interest free payment term for employers who need deferred payment for membership especially SMEs
- Training extend 1 month of credit terms for payment of training for members on a need basis
- Work closely with government for higher funding for course fee and absentee payroll to relieve cost for employers for wages when staff attends training
- Advisory calls for COVID-19 for help on staff related matters and training, keeping sane while working from home (WFM).

# Work with Freelancers and GIG economy resources

Advisory

Training

Consultancy

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Thank you !