



EMPLOYEE WELLNESS INITIATIVES

The COVID-19 pandemic and its effects have been significant in the world of work. Particularly for employees and employers, there has been a lot of anxiety which has led to psychological distress. The Federation of Uganda Employers has designed a number of employee wellness initiatives that employers can explore to enable them to keep their employees afloat during these hard times.

1. Check on your employees regularly via phone call or social media. Remind them to follow the Ministry of Health guidelines.
2. Disseminate online information about healthy dieting amidst the on-going pandemic. Employees should as much as possible be encouraged to exercise from their homes.
3. Online counseling sessions on post COVID-19 pandemic effects and impact on the economy including jobs.
4. Flexible work arrangement especially where much of the work can be done by the employee within the comfort of his/her home without necessarily going to office.
5. Offer, facilitate and support remote access to work e.g. work equipment like laptops, modems etc should be provided to the employee to work from home depending the nature of work.
6. Financial literacy online sessions or awareness programs to enable employees adjust to changing times.
7. Involve the employees as much as possible in discussions concerning the business and financial sustainability of the organisation. Do not fear to talk about the future of their employment.
8. Involve employees as much as possible in any wellness programs that you wish to institute; it should not only be management driven.
9. Embrace creativity and innovation from employees. Let them share their thoughts and ideas on how best you can improve their work place and environment when work resumes.
10. Inspirational quotes of the day and week.
11. Work with employees to create a vision board (board with pictures of where they want the organization to be).
12. Encourage them to join online sessions on emotional intelligence
13. Observe Standard Operating Procedures (SoPs) or safety and health standards within the workplace.

Together for Employers!
#FUE@60