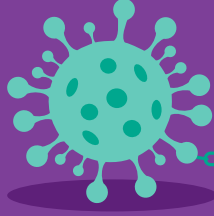


# Health Matters for the Workplace

In our second virtual event of 2021, our expert panel discussed the impact of long COVID — also known as longhaul COVID — on organisations, leaders and employees.

Here's a summary of the key takeaways.



"A lot of people are terrified of catching long COVID. Employers need to provide a safe workplace. Most employers want to do the right thing and they have a duty to look after their people."

"We're going to see a complete renaissance of occupational health."

"Many people really do desire that flexibility and choice about when and where they work to achieve that work-life balance and to be the most productive. All of this will be key to attracting and retaining the best talent."

"The sky's the limit for creating good jobs in the future. This is the chance of a lifetime to reimagine how, when and where people work."



## Louise Aston

**Well-being Campaign Director**

**Business in the Community**, a charity which works with companies in the UK and internationally, who are committed to improving their impact on society



## Jodie Hill

**Founder and Managing Partner**

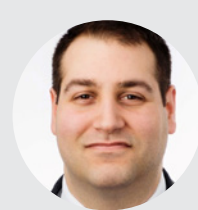
**Thrive Law**, a specialist in UK employment law, HR, D&I and leadership

"Employers need to make a reasonable adjustment to accommodate employees — they should be flexible where they can and discuss the situation with their employees."

"Employers should create a psychologically safe workplace so that people feel comfortable. People are more likely to be productive if they like what they're doing."

"Employees will remember how they are treated. Employers should be flexible."

"Flexibility and compassion go a long way to improving retention rates. Empathy shows employees that they're included in the workplace."



## Mark Goldstein

**Partner, Labour & Employment Group**

**Reed Smith**, a U.S.-based law firm which provides workplace training to managers and HR professionals



## Susan Bright

**Global Managing Partner for D&I and Responsible Business**

**Hogan Lovells**, a global commercial law firm

"Communication, listening and education, and cascading these throughout the business, are really important."

"From an employer perspective, be flexible."

"The emerging evidence has shown that long COVID can affect many different systems in the body — from a mild effect to a significant effect. Chronic fatigue and breathlessness are by far the most common symptoms that people experience."

"Compassion, empathy, listening and understanding your employees, and being understanding as an employer, are really important."

"Employers should provide the right kind of health care security. Choose the right health insurance as it isn't about managing someone's claim, it's about managing someone's health."



## Dr. Hemal Desai

**Global Medical Director**

**Aetna International**, an international health care insurer

"I'm fortunate that, working for myself, I can manage my own commitments when I'm not well. The impact on larger organisations can be significant and requires empathy and dialogue between employee and employer."

"Work can be a force for good. We must create safe and supportive work environments to help people deal with mental and physical impacts of long COVID."

"It was important for me to chair this panel and raise awareness about the challenges some long COVID sufferers experience in the workplace. As someone who's also going through it, I can empathise with how difficult it can be."



## Rob Stephenson

**Mental Health Campaigner**

Founder of the **InsideOut Leaderboard** and CEO of **FormScore**