

# Return to work after a crisis or pandemic

When the unexpected happens, whether it being a pandemic forcing everyone to work from home or a natural disaster, organizations need to be able to **1) keep their business contingency** and **2) make sure that their employees can have a safe return to the workplace physically, as well as, mentally.**

At Aino we have seen that in extreme situations a structured way of working with practical actions to take is essential for all organizations. The same applies when it's time for the business to go back to normal after a crisis.

To meet this demand, we put together a new solution and adapted some of the services we have supplied for many years. The result is the **"Return to work after a crisis or pandemic"** package.

Even though the individual parts of the package are universal, the package can be tailored to each customer's specific needs and regulations.

The package is an add-on to HealthManager and includes:

- **HR checklist**

Getting back from a crisis and going back to normal can be overwhelming for any HR department. This checklist will help your HR department to remember, and act on, the tasks and areas needed for a safe return to work.

- **Employee preparation survey**

When your employees return to work after a crisis or pandemic, we recommend that you conduct a preparation survey where each employee answers questions in order to give the manager a good view of how each individual mental and physical health before the return to

work discussion. The results can serve as a good base for the coming return to work discussion.

The result of this survey is on an individual basis and can only be accessed by the individual and their manager.

- **Return to work discussion form**

With the **Return to work discussion form**, your managers get hands-on support for the return for the discussions, which we recommend managers to have with every employee upon return to the workplace after a crisis. In these discussions, the employees can share their experience of how the crisis has affected them personally, if they need any additional support upon returning, and the manager and employee can together organize the working conditions in terms of protective gear and possible remote working contract. HR can get a company overview and monitor who has had their discussions right within HealthManager.

- **Health Survey**

HealthSurvey is a scientific based survey that asks the employee well-being questions such as general health, exercise level, stress level etc. After completion, the employee receives an analysis and comparison to standard levels. They can also get support from a well-being expert to discuss and set a plan going forward to improve the health. You, as the employer, receive an overview report of well-being KPI:s on group level to act on.

## BENEFITS:

- Early identification of employees' health challenges due to exceptional times
- Equal, transparent, and preventative process to promote health in organization
- Support for managers when caring for their employees
- Easy follow-up of taken actions in each business unit
- Companywide follow-up of Covid-19 actions in each unit
- Increase productivity and prevent long term working ability problems
- Increase employer branding via sustainable and value-based leadership

**About Aino Health**

Aino Health is the leading supplier of SaaS solutions in Corporate Health Management. The company's complete system of SaaS platforms and services reduces sick leave, lowers related costs, and improves business results through increased productivity and employee engagement by making health, wellbeing, and safety an integrated part of everyday work. For more information visit [ainohealth.com](http://ainohealth.com).