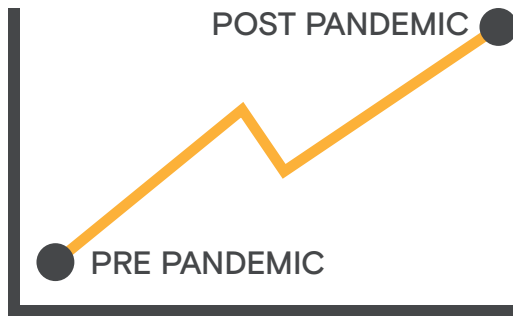


COVID-19 accelerated lone and home working due to social distancing and technology

If home working is to become permanent, employers should look at a variation of contract



Health and safety law does not apply to the physical premises outside of the employer's control (e.g. someone's home), but does apply to equipment they supply



Number of lone workers has grown sharply



Commuting to work is outside of the employers duty of care, but travel for work is not. However, employers are beginning to consider the commute and mental wellbeing



There's a fundamental change to the working landscape as temporary measures are being rolled out permanently



New arrangements fall into the Range of Reasonable Responses – employers must at least be seen to be thinking about requests and risks



As of March 2020, HSE guidance on lone workers now includes home workers



There is no new law regarding home or hybrid working..yet