

Homeworker health and safety

Tips for looking after staff working at home



You have responsibility for health and safety for your workers even when they are not in the office. There are two main areas you need to think about:

Stress and mental health



Working at home can risk staff feeling isolated, or even abandoned, particularly if they are unable to go out. You are also less likely to pick up on stress signals than you might be when you see them regularly.

- Make sure you keep in touch very regularly, enquiring after their wellbeing as well as talking about work issues
- Make sure they know how to access support, again not just with work issues but with their wellbeing, and have someone to go to if they are struggling
- If you have an Employee Assistance Programme or similar, remind staff of it so they can access help and advice

Physical safety and equipment use

Whilst you would not be expected to carry out an in-person risk assessment for temporary homeworking you do need to still mitigate the risks:

- Remember staff may not have access to proper height-adjustable desk chairs, or monitors
- If you are able to let staff take equipment home, and this would support their health and safety, do so
- Encourage them to do their own risk assessment at home using a checklist, and not to sit on the sofa with their laptop!
- Encourage them to take regular breaks, change position and do stretching exercises

