Business Response to COVID-19 Pandemics

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Business Continuity Planning Advisory
• Set up alternate teams of employees (e.g. Team A & Team B) who can be deployed at different work schedules.
  • Teams should be physically segregated to avoid the risk of infection between teams.
  • Cross-train employees and establish covering arrangements to minimise disruptions.
• Educate employees on infection control and good personal hygiene
Challenges SMEs Faced

- Financial condition
- Manpower
- Digital transformation
- Data security
- Lack of funding
- High costs
- Talent Shortage
Pitfalls to Avoid

- Scaling back on training and up-skilling
- Losing key employees due to L.O.A / Quarantine
- Eroding value proposition to Clients
- Inactivity to relook into business transformation and human capital development
• Employers are asked to hold their staff and not release them as government comes in to support Jobs Support Credit to finance wages

• Rental Subsidy

• SNEF work closely with NTUC workers in the 5 priority sectors badly hit by COVID-19 like tourism, travel, MICES, airport transport and attractions

• Excess foreign manpower to be re-deployed to other sectors working closely with Ministry of Manpower

• Employers owing chalets etc work closely with our ministry of health for housing personnel on leave of absence (LOA)/stay home notice (SHN)

• Telecommuting (telework), be empathy to staff on LOA and SHN who are suspected

• Dialogues with members (via zoom) and sending our tripartite guidelines on COVID-19 align with government
SNEF organises capability development and interest free deferred payment in respond to COVID-19 for members

- Business Continuity Plan training with templates and easy to implement
- Extend 2 months interest free payment term for employers who need deferred payment for membership especially SMEs
- Training extend 1 month of credit terms for payment of training for members on a need basis
- Work closely with government for higher funding for course fee and absentee payroll to relieve cost for employers for wages when staff attends training
- Advisory calls for COVID-19 for help on staff related matters and training, keeping sane while working from home (WFM).
Work with Freelancers and GIG economy resources

Advisory
Training
Consultancy
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Thank you!