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Building Resiliency and Reopening Your Business During COVID-19

Is your business prepared to safely welcome back employees and customers after the COVID-19 outbreak?

Do you have effective business continuity plans including temporary or permanent succession plans for critical roles?

Is your organization trying to avoid as many layoffs as possible and struggling with government assistance programs and options?

Has your organization considered the implications to your most vulnerable workers and how this pandemic may permanently change the culture of your organization?

If you do not have the internal resources to manage during this critical time, we have a variety of programs to help you optimize your return to operations

Based on the recommendations of Health Canada and the CDC, all employers will need to consider how best to manage and decrease the future spread of COVID-19 while mitigating the risk in the workplace. This may include activities in one or more of the following areas:

- **Reducing transmission among employees and customers**
- **Maintaining healthy business operations**
- **Maintaining a healthy work environment**

Employers should anticipate Human Resource management challenges:

- **Leave Entitlements**
- **Rights for Employers and Employees**
- **Harassment and Privacy issues**
- **Contracts and terminations / shortages of work**

CONTACT US

If you need immediate, practical results and don't know where to turn, contact us for a FREE consultation.



1-877-772-4943
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COVID-19 Programs and Services



HUMAN RESOURCE MANAGEMENT SERVICES

- Consultations with a human resources professional
- Employee contract review
- Reviewing rights for Employers, job protected leaves and unprotected leave entitlements and implications
- Policies and procedures review, creation and implementation
- Review of organizational labour requirements for return to work / talent management
- Future layoffs / terminations
- Absence management services
- What to do if you are sick / under home isolation – employee reference sheets
- Flexible sick leave and support policies



OPERATIONAL PREPARATIONS AND SUPPORT

- Remote or on-site review / COVID-19 return to work checklist and audit. This includes an initial Employee communications package
- Digital materials / posters / flyers for office environment
- Action planning for essential services
- Risk assessments
- Pandemic / business continuity plans / emergency preparedness



LEGAL AND FINANCIAL SERVICES

- Consultation with an HR legal professional
- HR contract reviews / layoffs / termination letters
- Review of government subsidies, budgeting, workshare opportunities
- Restructuring and future forecasting



HEALTH SERVICES AND ASSESSMENTS

- Return to work programming and case management for employees who have difficulties returning to work
- Independent medical examinations – including psychological, functional abilities evaluations and ancillary services
- Doctor to doctor consultations to assist with return to work programs

Prepare your business for optimal recovery and contact our office today to discuss our programs and services.

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