

KROMANN
REUMERT

AmCham Event

– navigating employment law during COVID-19

3 February 2021



Agenda 9.00 – 10.15

1. Handling of mental health issues related to remote working
2. Changes in terms and conditions of employment
3. Impact on salaries and incentive schemes
4. Legal frameworks for conducting redundancies

Handling of mental health issues related to remote working

Legal framework and managerial considerations

- › Employer's responsibility for health and safety under Danish Working Environment Act and several statutory orders, also including mental health
- › Significant concerns on the current development and long-term effects of COVID-19 with lots of employees under pressure leading to potential sickness absence and/or slow and silent drop in performance
- › Substantial new requirements on managers and their attention
- › Tools to avoid isolation and loneliness and addressing different employees in different ways
- › Checking in and re-define ways to co-operate on remote basis
- › Structure of daily work days, team dynamics
- › How to ensure consistency in approach throughout the organisation
- › Performance management processes – expectations need to be articulated in different manners, new requirements for documentation
- › Health and safety obligations and/or impact in context of dismissal processes



Impact on salaries and incentive schemes

- › COVID-19 unforeseen impacts on KPIs and business in general
- › Good momentum to reconsider if salary structures are right
- › Salary amendments/reductions – legal analysis and requirements
- › Revisiting if goals and targets are appropriate
- › Options and legal restraints of adjusting programs
- › 2020 awards and impact on future schemes
- › Assessing if remuneration structures are robust, motivating and driving strong performance even in turbulent times?



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