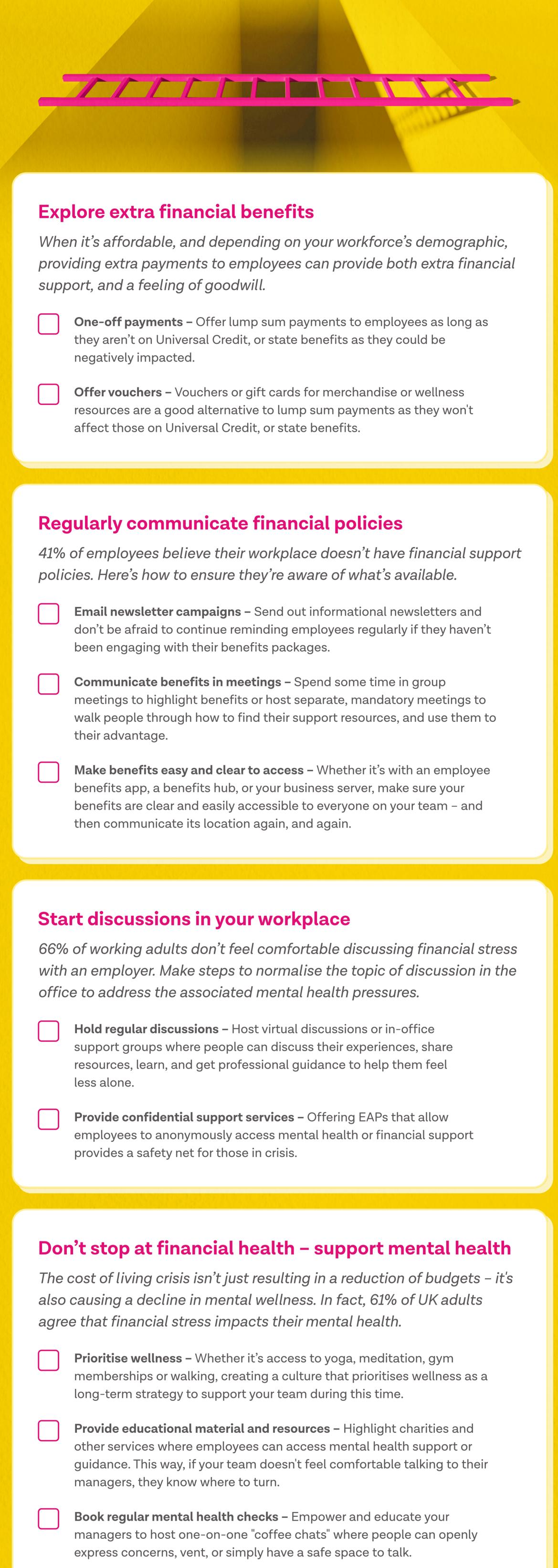


## The checklist: How to support staff during the cost of living crisis.

- but how should you approach it? Here are some ways to ensure you have immediate and long-term support in place for your people.

91% of HR professionals say they feel a responsibility to help their employees



## judgement. But take that one step further, and you could have a 'can't make it to the shops' cupboard, stocked with essentials.

Bring your people together

Host events and socials - Host weekly socials or events in the office to get people out, collaborating with others, laughing and connecting with peers. After all, they may be avoiding going out and socialising due to their financial restraints.

Initiate car-sharing arrangements - Beginning a car-sharing programme

will encourage many to come to the office more often for work or social

Encouraging people to come into the office pulls them, away from any

Offer free food and drinks - It could be as simple as setting your tea and

coffee machine to a free vend, or putting some pizzas out to encourage

people to come in. This way if a colleague needs to grab something for

dinner that night, they can help themselves without fear of stigma or

pressures at home, provides the opportunity for team bonding, and

allows businesses to provide practical support and provisions.

Offer long-term strategies as well

events - as it's a simple way of saving money on petrol.

should the unimaginable happen.

One-off payments may be welcome, but this is a short-term solution. Insurance may not be what your people think they need, but when worse comes to worst, it can provide the highest-value support available, and protect both your business and your people.

way, they will continue to get paid a proportion of their salary while recovering and don't have to worry about the possibility of losing income
Consider Group Life insurance – Life insurance offers peace of mind to employees with families, and reassures them they don't need to worry

Offer Group Income Protection policies - Income protection cover offers

a longer-term solution in case your employees get sick or injured. This

Provide Health & Dental Insurance - Especially for employees with families, covering typical dental and health costs or even getting access to a GP is very difficult these days. Offering these benefits helps take a slight weight off their shoulders and gives them the resources they need to keep up with their health.

