COVID-19 CIVIL SERVICE RESPONSE

Human Resource Management in Civil Service amid Covid-19:
Best Practices and Solutions
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OCDE
DES POLITIQUES MEILLEURES
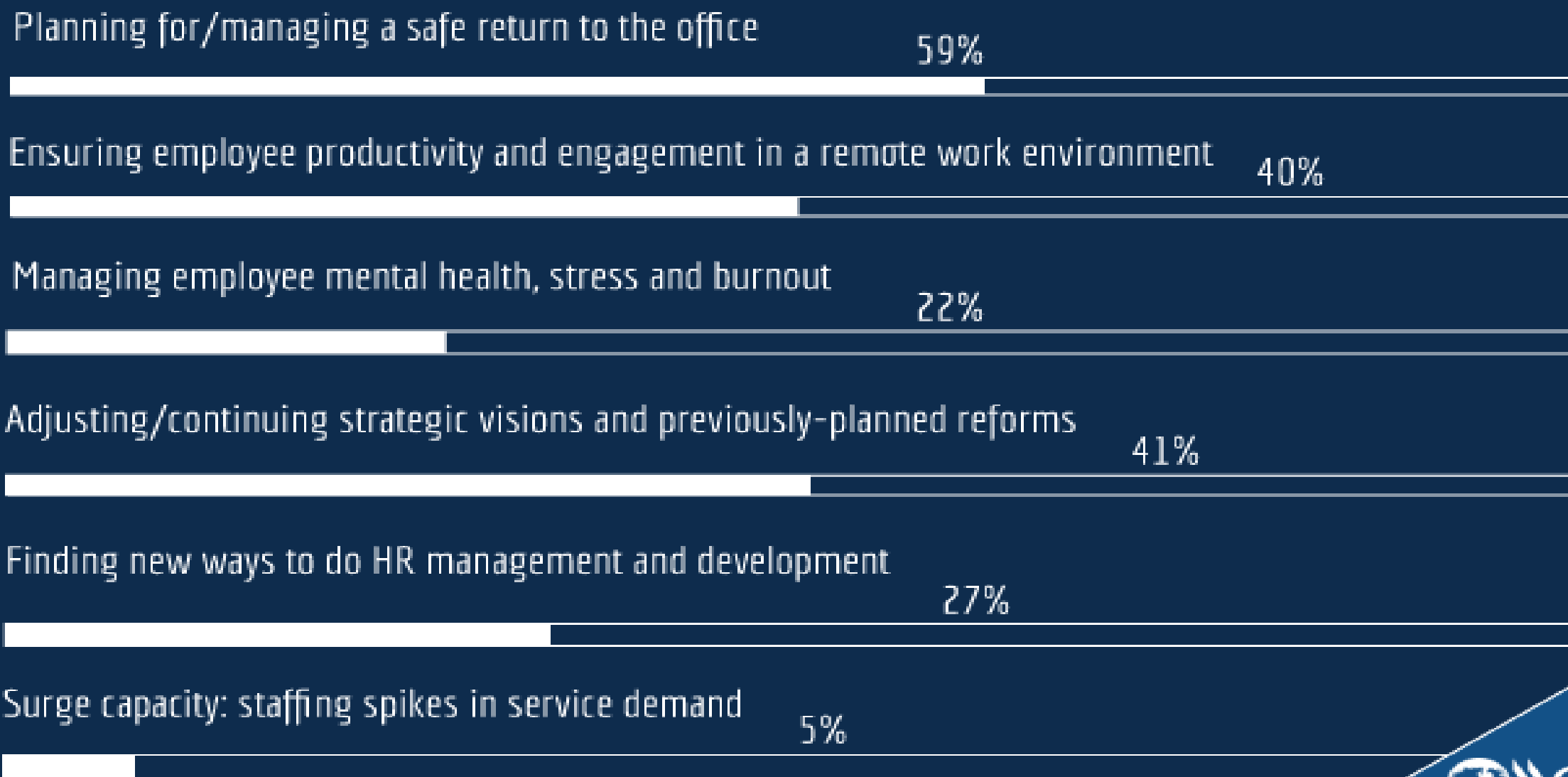POUR UNE VIE MEILLEURE

Principles underpinning initial public employment responses:

1. Put health and safety first
2. Pay attention to mental health
3. Match workforce supply with demand
4. Switch the default on remote working
5. Leverage digital capabilities
6. Maximise leave flexibility
7. Keep learning
8. Communicate and check-in
9. Plan ahead

http://www.oecd.org/coronavirus/policy-responses/public-servants-and-the-coronavirus-covid-19-pandemic-emerging-responses-and-initial-recommendations-253b1277/

Which of the following is the biggest challenge your organisation faces at the moment (pick up to 2):

Planning for/managing a safe return to the office — 59%

Ensuring employee productivity and engagement in a remote work environment — 40%

Managing employee mental health, stress and burnout — 22%

Adjusting/continuing strategic visions and previously-planned reforms — 41%

Finding new ways to do HR management and development — 27%

Surge capacity: staffing spikes in service demand — 5%

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Which of the following opportunities for positive change may come as a result of this recent experience? (pick up to 2):

New/better teleworking regimes — 60%

Renewed focus on employee health and well-being — 26%

(Re)branding the public service as an employer of choice — 21%

More collaborative ways of working (breaking down the silos) — 38%

New technologies and digital tools (and skills) — 55%

New data and research for evidence-based reforms — 15%

None - there will not be any positive change from this experience — 1%