

## Infographic

# Smaller firms facing a 'low workforce morale epidemic'

New research reveals the impact of Covid-19-related mental health issues on the UK's small businesses.



### AN EXPERT OPINION

“There is a workforce morale epidemic sweeping through the UK's SME community. The impact of Covid-19 on a small team is felt that much more keenly than it is in a larger firm with a bigger workforce. SMEs are also less able to weather economic instability, adding to stress levels for employees who may be concerned about their livelihoods.”

**Katherine Maxwell**  
Partner and head of employment law



### REVIEWING THE OFFICE DYNAMIC



### NEW INITIATIVES

65% of companies said they were beefing up their perks and benefits offering, to improve recruitment and retention, with some the most commonly cited new initiatives being:



### AN EXPERT OPINION

“The ‘Covid-19 effect’ is creating a more tense workplace where frayed tempers, low productivity and heightened anxiety are commonplace. Firms are looking in the right places for solutions – improving their offering to employees and introducing better wellbeing support – but they should think about their processes and procedures too. For example, introducing internal mediation techniques to help handle disputes amicably before they escalate can really help, while implementing thorough performance management programmes are vital for getting struggling employees back on track.”

**Katherine Maxwell**  
Partner and head of employment law



The research follows data from NHS Digital in January that showed that the number of ‘fit notes’ issued by doctors in the UK had increased by 5% since the start of the first lockdown in 2020.

## About Moore Barlow

Moore Barlow is one of the UK's leading law firms, focused primarily on meeting the needs of private individuals & families, owners and leaders of fast-moving organisations and businesses, and people whose lives have been affected by serious accidents or negligence.

With 70 partners, 272 lawyers and legal professionals, and a total staff of nearly 500, Moore Barlow has offices in Southampton, Guildford, Woking and Lymington, as well as two locations in London (Richmond and the City).

