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Q: What advice can you give to those few individuals that are going to lose their jobs due to corona virus outbreak?

A: One of the key things or the key mistake people make once they are employed is that they do not update their curriculum vitae. So what they need to do is to update their CV's. When people are sending their CV's and you ask them, when was the last time you updated your CV, they will tell you about two years ago, yet there is a certain skill knowledge that they had acquired within that space of two years. Also, use your network (the people that you know), as they will let know if there is a vacancy that best suits your skill.

Moreover, learn a new skill, sometimes people get employed, they just stay where they are and they do not learn new things. If you stayed where you are 10 years ago, chances are you may be unemployable now. Thus, if you don't know how to use a computer, learn how to use a computer. Learning a new skill doesn't mean going to a College but you can in the same office that you are working on or go online, sacrifice those few data bundles and learn a new skill.

Q: In your HR point of view, does the outbreak of corona virus have bad impact in your services? If yes, how?

A: Yes, as it is a norm that if employees are having difficulties, they are likely to go to the HR office and report that to the Human Resource in person, now it's difficult since, now we are limited to the number of people in an office (social distancing). Furthermore, those companies that have not yet gone digital in terms of payroll, it's

a mess right now as there are HR systems out there. Now instead of printing the actual pay slip and giving it to the employee on the hands, the employee could just go to their own computer and print their own pay slip himself or some of the HR systems have got applications that are mobile friendly. Where by you can go through your phone and access those services. Now since employees are at home and they are getting half of their salary, they need a pay slip to go to the bank and apply for a loan. Without a latest pay slip it's going to be difficult to apply for a loan. Where as if they had the employee self-service, where the employee is able to access his or her pay slip on the phone they can just print it immediately and get a loan.

Q: Are there any packages or remuneration that is going to be offered to those who are going to lose their jobs due to the outbreak of covid 19?

A: The tough thing about packages is that companies by themselves are going through a difficult time. So it's a bit difficult to say they are going to pay more or give employees bonus. What companies are trying to do is, let's half the salary as an employee so that we have a bit more money to have you longer in the company. Rather than paying off all your salary and lose your job.

We are thankful to Eswatini National Provident Fund, who said that companies they don't have to pay April and May so that they can use that money to pay employees. Also, there are quite a number of measures that the Government have put in place to assist

companies to have more money to pay employees. Thus, this is the time where by both companies and employees have to sacrifice, for the future survival of the companies. As we believe this is a temporary situation.

Q: Since we all know that as the world is currently facing economy downfall. Are there employee wedges going to be reviewed?

A: We have seen the UK where by, employees are at home as companies no longer afford to pay employees. We have also, seen FIFA players sacrificing their salaries. There will be an instance where by a company would not be able to make a comeback and therefore, provisions have been made on our act where there will be temporal labors. That will help if the company goes back to normal they then call back those employees.

Q: What advice can you give to an individual who possesses a certain skill but unfortunately lost his or her job due to the covid 19 outbreak?

A: A lot of people depend on employers for employment. I think we have already seen what that does to people who are employed. Those who always had entrepreneurial mindset, it's actually the time now that they have to reflect and say that skill they have should they sell their skill or put it into action.

However, in an HR perspective, we are highly likely to not have full time employees, but likely to have employees who are employed by number of companies, working on one project to another.