



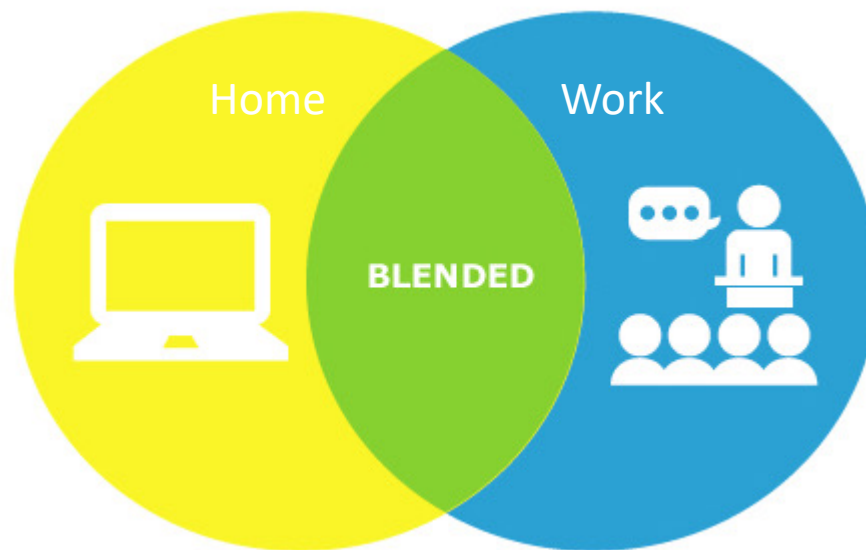
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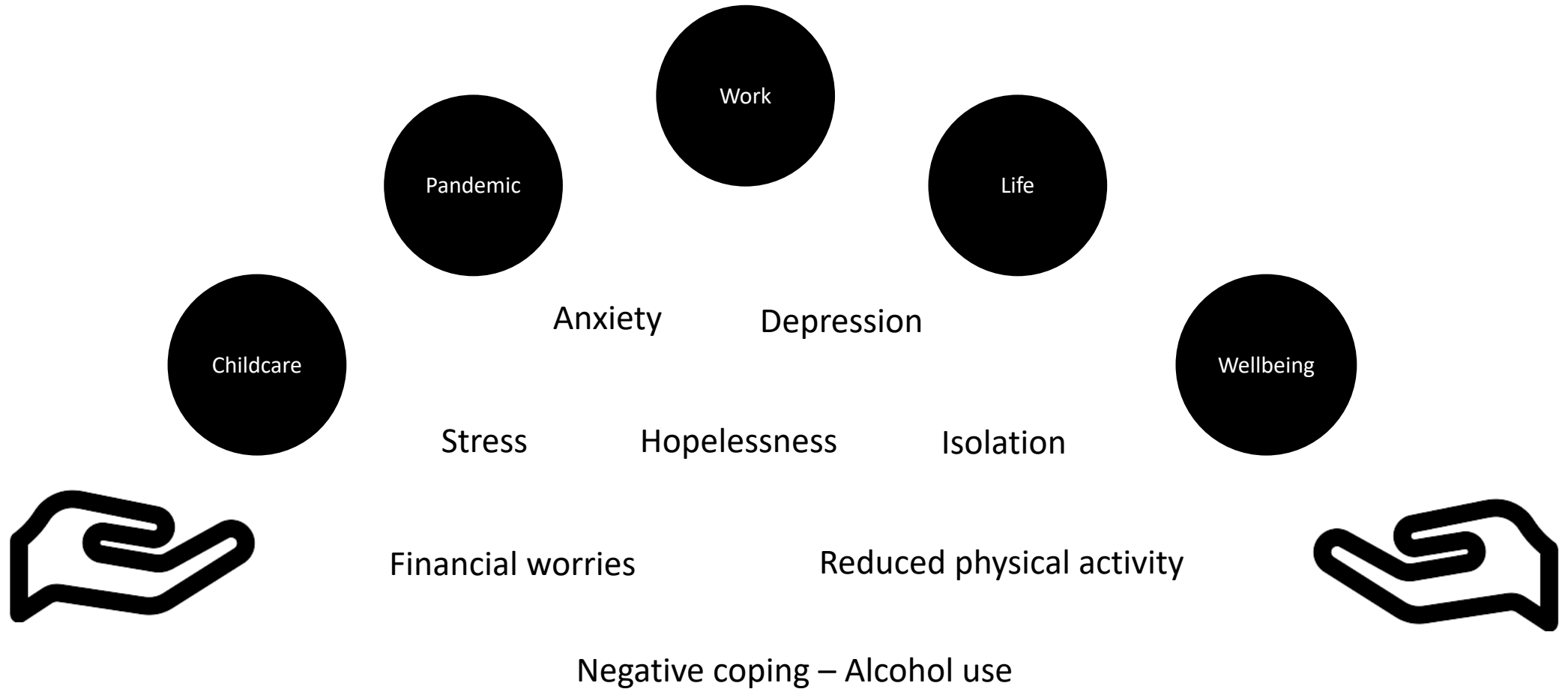
The changing world of work?

“The traditional workplace has primarily been represented by a physical building, but in reality, it’s always been a living, breathing organism”

the new normal?



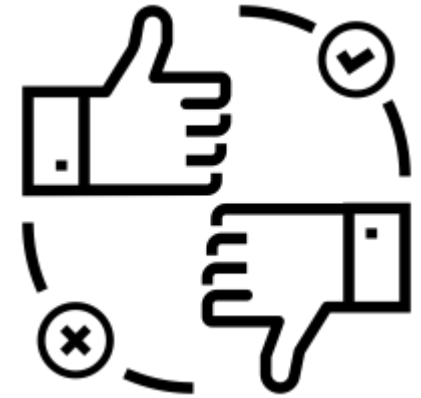
Increased pressure across all aspects of life



Cost / benefit of working from home

Cost	Benefit
Reduced social connection	Infection control
Increased isolation	Increased productivity
Reduced support infrastructure	Removal of travel time / daily commute (Better for environment)
Blurring of work/home life	Cost saving (employer & employee)
Not being able to switch off	Better work/life balance
Burnout / fatigue	Location independence

Early Research Home Working



Pro's

- Reduced conflict
- Less travel and movement stress
- Better sleep to work ratio
- Reduced work related financial pressures
- Increased productivity
- Better work / life balance (if managed correctly)

Con's

- Demands of the home environment
- Lower levels of organisational support
- Technostress – invasion of privacy
- IT complexity / anxiety
- Reduced work related feedback / guidance
- Lone working is lonely work
- Work & family conflict, managing priorities
- Constantly connected to electronic contact portals

Key areas to support employee wellbeing:

Organisational Support

- Regular effective communication
- Clarity of role / expectations
- Clearly defined performance measures
- Appropriate workloads
- Training and assistance for Managers supervising WAH staff
- Inclusion / access – systems / documents
- Review policies and procedures
- Monitor wellbeing
- Access to support if needed (EAP)
- Embedding a caring culture

Co-worker Support

- Develop systems which facilitate effective formal and informal co-worker support
- Provision of non-work related face-to-face / online interactions
- Blended approach with some regular in-person meetings with manager and co-workers
- Consider the different approach needed to develop 'teams'

Key areas to support employee wellbeing:

Technical Support

- Appropriate equipment
- Training and development of staff
- DSE needs are met at home
- Access to good quality connectivity

Boundary Management

- Provide clear expectations of role
- Regular supervision
- Training for Managers on how to formally develop boundaries in relation to work / family life with staff
- Email management (some employers have restricted access accounts)