

Health & Safety issues employers should consider with new ways of working – hybrid/blended working

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Reference Materials

A practical guide to Hybrid
working – Labour Relations
Agency (October 2021)

www.hseni.gov.uk/topics

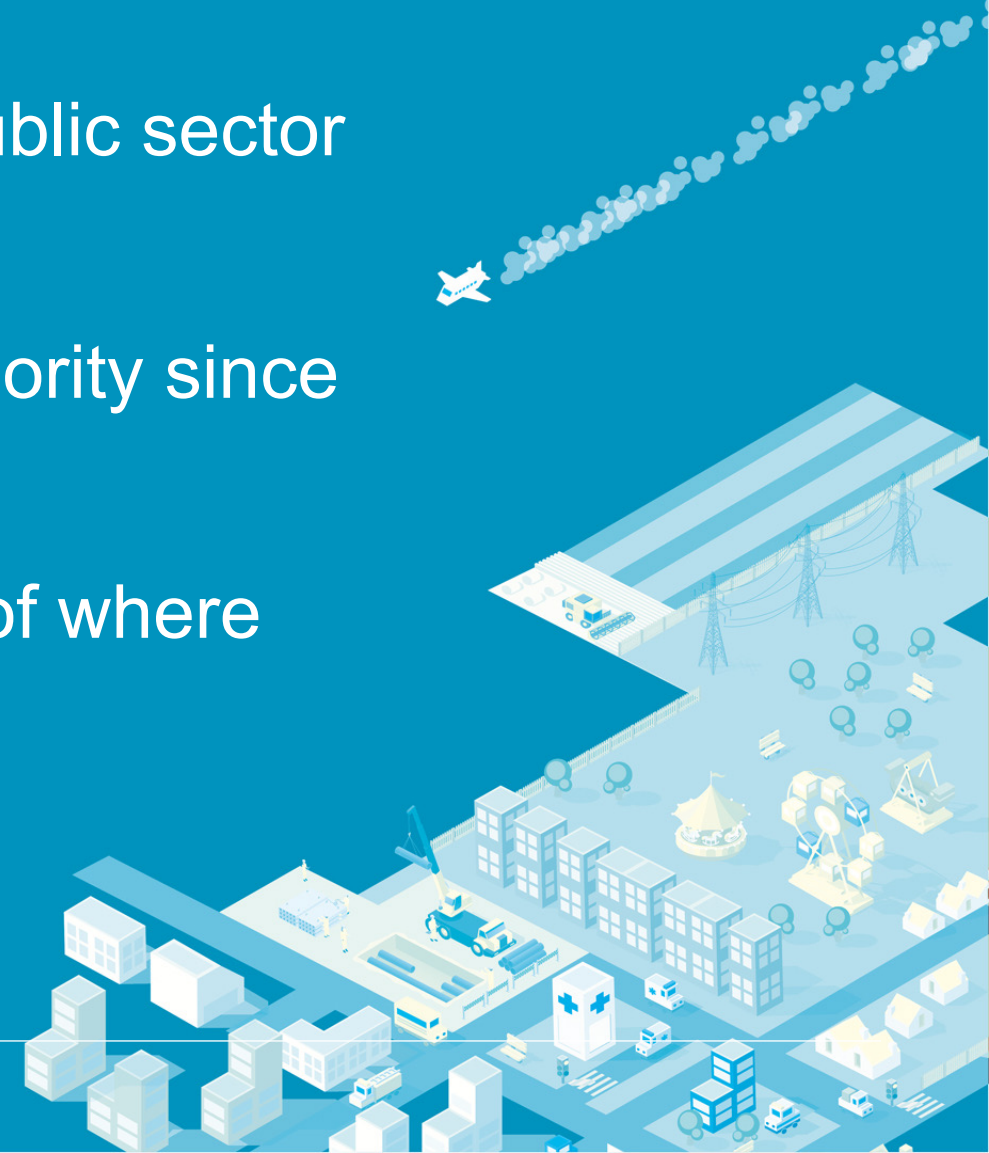
www.nibusinessinfo.co.uk/corona-virus-working-safely-different-business-settings

See also links within the LRA
document



Challenges

- 23,500 Civil Servants plus many other public sector employees
- Working from home is new to a large majority since the pandemic
- Employer duty of care exists regardless of where employee works
- Individual responsibility as well



Challenges / Opportunities of home working

- **Move from traditional office working to forced home working to hybrid as a choice**
 - **Hybrid working with access to office, home-working and hubs may enhance work experience and improve work-life balance**
 - **Increased productivity / motivation**
 - **More difficult for new staff to integrate to the organisation**
 - **Some staff may experience feelings of isolation**
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Working from Home

- **Fixed days at home or flexible to facilitate meetings? This will vary from role to role**
 - **May be subject to periodic review**
 - **Communication, feedback and engagement is important**
 - **Can cause isolation**
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Working from Home

- **Employers responsibility on HSENI website**
 - **Employees ALSO have a responsibility**
 - **Risk Assessments – DSE, workstation, lighting, trailing leads, PAT testing**
 - **Challenge where multiple people Working From Home**
 - **Mental wellbeing / Work-life balance / Right to disconnect / WTR**
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Working from Home

- **Consider how we can better manage staff remotely**
 - **Consider opportunities to build / improve team cohesion**
 - **Ensure a feedback mechanism to review WFH policy with staff**
 - **Social interaction – online and F2F**
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Thank you

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