

# Reinventing the Workplace

## Considerations for blended working



### 01 A BLENDED MODEL

#### HR considerations:

- Diversity and inclusion
- Management and oversight
- Learning and development
- Productivity
- Work-life balance
- Voluntary vs compulsory approach
- Creativity, networking and collaboration

#### Legal issues:

- Measuring working time and hours of work
- Measuring overtime
- Remote working location and health and safety duties
- Ensuring flexibility

### 02 IMPLEMENTATION

#### HR considerations:

- Communication, consultation, engagement and transparency
- Discipline and grievance
- Dealing with flexible working requests

#### Legal issues:

- Contract of employment considerations, including place of work, ability/need to vary
- HR policies and procedures – do they remain fit for purpose?
- Consultation and union/employee involvement

### 03 IMPORTANT CONSIDERATIONS

#### HR considerations:

- Diversity and inclusion
- Health and safety
- Wellbeing
- Recruitment and retention

#### Legal issues:

- Diversity, discrimination and inclusion
- Homeworking considerations such as overseeing mental health, domestic abuse
- Monitoring working time and rest breaks for home workers

### 04 LEGAL RISKS

#### Be aware:

- Contractual unilateral variation
- Dismissal and re-engagement
- Collective bargaining issues
- Place of work redundancy and entitlement to redundancy payments
- GDPR, confidentiality and cyber security

### COMMON QUESTIONS

- 01** How might a blended model work, with part office-based working and part home-based working?
- 02** Will all workers who have been working from home return to the workplace?
- 03** Might some workers become permanently based at home?



“ Prior to COVID-19 only around 5% of the workforce worked mainly from home (ONS data)

57% of workers want to be able to work from home after the pandemic (YouGov)

47% of employers expect most of their workforce to adopt hybrid working beyond 2021 (CBI/Ipsos MORI research)

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