



Flexible and hybrid working – the business case for introducing

16 September 2021



Introductions

Presenters



Victoria Templeton
HR Knowledge Manager



Sue Watson
Head of Client Services



Technical support



Rebecca Gormley
Marketing Manager

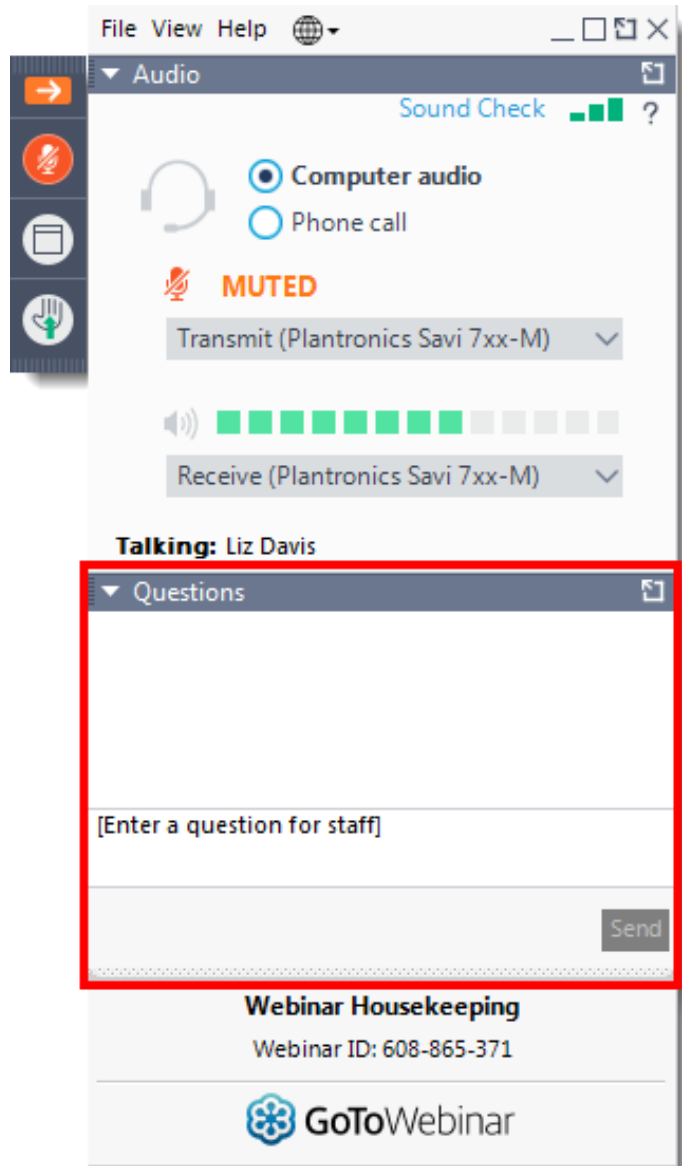




A group of diverse professionals are seated in a modern office environment, likely attending a meeting or training session. In the center, a man with a beard and glasses, wearing a grey cardigan, has his right hand raised high, indicating he wants to ask a question or make a point. To his left, a woman with long dark hair is looking towards him. Behind them, other participants are visible, some looking forward and others slightly to the side. The background features large windows with green plants and a bookshelf. The overall atmosphere is professional and collaborative.

How to ask questions

GoToWebinar Housekeeping: Time for Questions



Your Participation

- Please continue to submit your text questions and comments using the Questions panel





Flexible and hybrid working – the business case for introducing

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Agenda

- **What is flexible and hybrid working?**
- The legal case
- Building the business case
 - The evidence
 - Link to business success
- How to introduce
- Q & A



What is flexible working?

- **Way of working which allows employees to hold employment that suits their personal needs**
 - Part time hours
 - Term time working
 - Job share
 - Self – rostering
 - Compressed hours

What is hybrid working?

- **Remote first:**
 - role operates fully remotely.
 - any attendance in the main company premises is usually when the job requires a physical presence.
- **Office – occasional:**
 - attends office occasionally but the main location for working is remote.
 - frequency of attendance to the company premises is usually agreed with their manager.
- **Office first, remote allowed:**
 - primary place of work is the company's premises, but remote working is allowed.
 - frequency of remote working is agreed with their manager.

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The legal case

- Statutory right for employees with at least 26 weeks continuous service at the time the application is made
- Right to ask **not** to have
- Flexible Working Bill:
 - proposing to provide all workers a legal right to flexible working from day 1
 - Require employers to include in job adverts what flexibility is available
 - Offer flexible working arrangements in employment contracts

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Building the business case

1. Background information – SWOT analysis
2. Key objectives
3. What will happen if you introduce flexible/hybrid working
4. The business need
5. How does flexible working align to business plan
6. Review of options and recommendation
7. Remember the link to the bottom line!



The evidence

- [Chartered Institute of Personnel and Development \(CIPD\)](#)
- [The CIPD's Flexible Working Taskforce](#)
- [British Chamber of Commerce](#)
- [The Trade Union Congress](#)
- [The Office for National Statistics](#)
- [Chartered Management Institute \(CMI\)](#)
- [Microsoft](#)
- Further details within our [Hot Topic](#) for September, available to Knowledge Base users.

The evidence

**63% of
employers
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hybrid working**

The evidence

**63% of employers
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**71% believed
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The evidence

63% of employers plan to introduce/expand the use of hybrid working

33% reported improved productivity

71% believed homeworking had no detrimental impact on productivity

34% respondents said it led to new ways of working and 23% said it developed new skills

The evidence

63% of employers plan to introduce/expand the use of hybrid working

33% reported improved productivity

46% increase in employee wellbeing

71% believed homeworking had no detrimental impact on productivity

34% respondents said it led to new ways of working and 23% said it developed new skills

The evidence

63% of employers plan to introduce/expand the use of hybrid working

33% reported improved productivity

46% increase in employee wellbeing

71% believed homeworking had no detrimental impact on productivity

34% respondents said it led to new ways of working and 23% said it developed new skills

Employees more likely to be engaged, potentially generating 43% more revenue and improve performance by 20%

The evidence

63% of employers plan to introduce/exp and the use of hybrid working

33% reported improved productivity

46% increase in employee wellbeing

99% believed a flexible workforce is vital for competitiveness and the prospect of business investment and jobs

71% believed homeworking had no detrimental impact on productivity

34% respondents said it led to new ways of working and 23% said it developed new skills

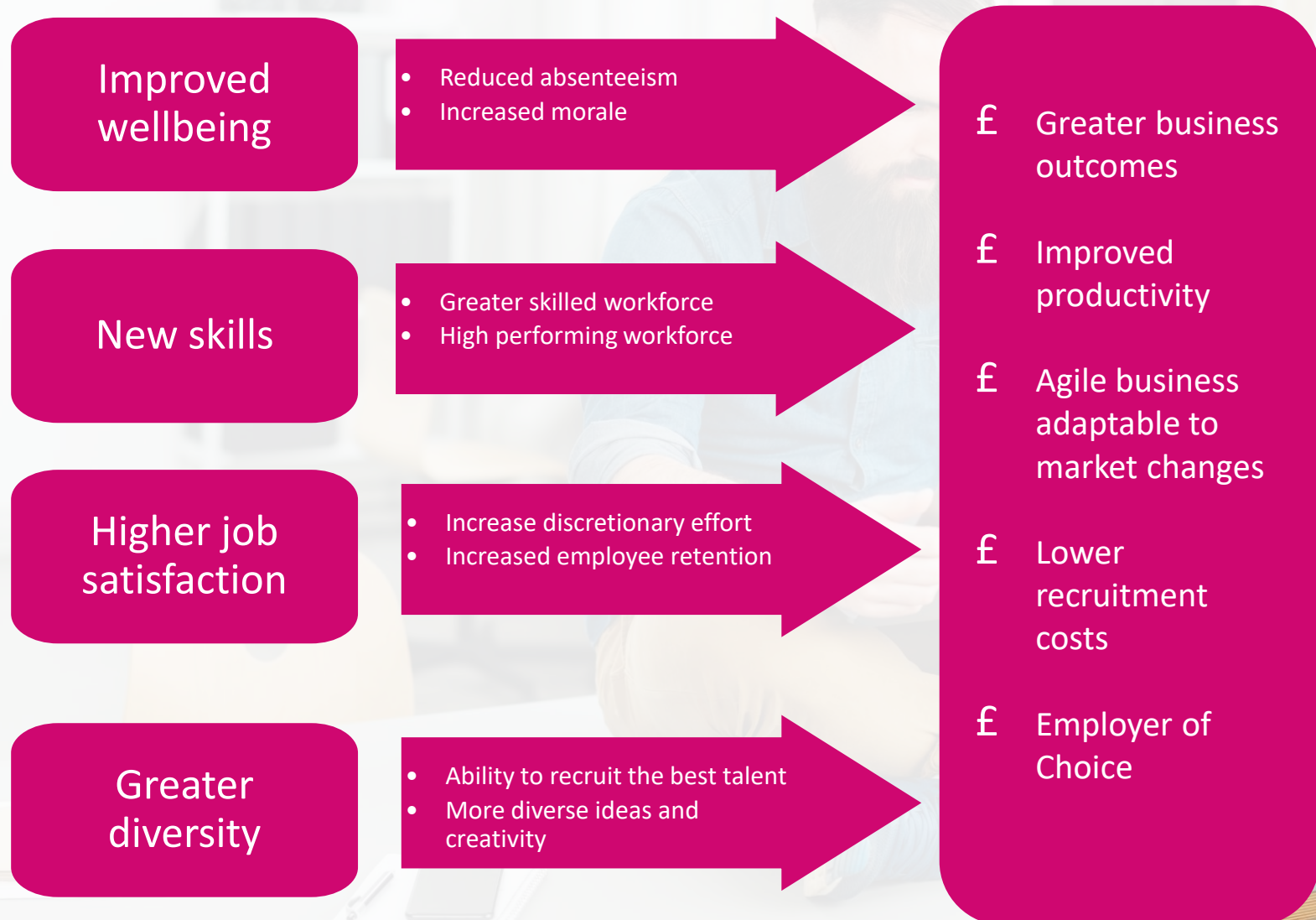
More likely to be engaged, potentially generating 43% more revenue and improve performance by 20%

The evidence

British Chamber of Commerce in partnership with Barclays – report into future proofing the workforce for a post pandemic world:

- Moving to a more flexible working arrangement will positively help evolve the workplace
- There was a view that the workplace will become more flexible in the future now that remote working is better understood
- Businesses found more skilled candidates due to flexible terms and conditions
- Recruiting further afield gave employers access to a wider talent pool

The link to business success?



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How?

1. Depends on what you have in place already and what you are introducing
2. Update Flexible Working policy to include options such as hybrid working
3. Explore with your team as part of COVID-19 return their preferences for returning to the office - have a cut off to invite requests
4. More radical changes would require consultation due to it being a variation of the contract of employment. Examples:
 1. Introduce a 4 day working week
 2. Require all employees to work from home/remote

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ILM 3 Session 2	4 November, Thursday 9.30am – 1pm
ILM 3 Session 3	10 November, Wednesday 9.30am – 1pm
ILM 3 Session 4	11 November, Thursday 9.30am – 1pm
ILM 3 Session 5	9 February, Wednesday 9.30am – 1pm
ILM 3 Session 6	10 February, Thursday 9.30am – 1pm

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ILM 5 Session 3	26 January, Wednesday 9.30am – 1pm
ILM 5 Session 4	27 January, Thursday 9.30am – 1pm
ILM 5 Session 5	30 March, Wednesday 9.30am – 1pm
ILM 5 Session 6	31 March, Thursday 9.30am – 1pm
ILM 5 Session 7	06 April, Thursday 9.30am – 1pm
ILM 5 Session 8	07 April, Thursday 9.30am – 1pm

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11 November, Thursday | 10am – 11am

How has recruitment changed?

9 December, Thursday | 10am – 11am

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Further questions?

0844 324 5840

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TO US

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