**The Law Society In-house and Public Sector Committee in partnership with Law Society Finuas Skillnet present the annual In-house and Public Sector Conference 2021**

**Wellbeing in home and hybrid working**

*Rowena Hennigan, Remote Work Innovator & Educator - [RoRemote](http://www.roremote.com/)*

***Session Summary:***

The pandemic forced many knowledge workers home to remote work. Business continuity was maintained via Remote Work. [This experience of home-working only during a global crisis](https://ma.tt/2020/03/coronavirus-remote-work/), not only introduced a whole new generation of workers to the potential of flexible work practices but also pointed out the [gaps in organisational readiness in adoption.](https://medium.com/swlh/the-five-levels-of-remote-work-and-why-youre-probably-at-level-2-ccaf05a25b9c)

Working flexibly from home, with the removal of the need to commute, meant [many workers reported](whitakerinstitute.ie/project/remote-working-during-covid-19-irelands-national-survey) improved productivity, self-organisation, choice and additional family and personal time. On the flip side there were also challenges, with some workers overworking, feeling isolated, experiencing [digital overload](https://www.rowenahennigan.com/roremote-blog/5-ways-to-reverse-digital-overload-in-remote-working) and [zoom fatigue](https://news.stanford.edu/2021/02/23/four-causes-zoom-fatigue-solutions/), meeting overwhelm and missing the social interaction of the office environment. Moreover, the importance of worker wellbeing as a critical business consideration became apparent.

In this session we will examine research from the pandemic experience in [relation to wellbeing and home working only.](https://www.layahealthcare.ie/bravenewera/research/#report1) Then we will look for best practice and benchmark examples from the fully established Remote Worker Community for support. Later Rowena will offer practical guidance on how to manage individual and organisational wellbeing in both the remote or [hybrid models.](https://workflex.solutions/research)

**List of Resources:**

**Context:**

[Blended model of Remote Work – avoiding Technostress](https://www.rowenahennigan.com/roremote-blog/blended-model-of-remote-work-are-you-ready-for-the-future-of-the-office) – Rowena Hennigan

[How leaders must resist that office-based mentality](https://www.siliconrepublic.com/careers/remote-working-rowena-hennigan) – Silicon Republic

[The 5 levels (maturity model) of Remote Work](https://medium.com/swlh/the-five-levels-of-remote-work-and-why-youre-probably-at-level-2-ccaf05a25b9c) – Medium Article

[HPTI Traits of effective Remote Workers](https://www.hrmagazine.co.uk/content/features/what-makes-a-high-potential-remote-worker) – HR Magazine

**Research**

[Hybrid Work – Are We Ready?](https://www.microsoft.com/en-us/worklab/work-trend-index/hybrid-work) – Microsoft Worklab

[95% of Irish People want to keep working remotely after the pandemic](http://whitakerinstitute.ie/wp-content/uploads/2014/02/Remote-Working-National-Survey-Phase-III-Report-final.pdf) – NUIG Whittaker Research

[Wellbeing in Irish Organizations'](https://www.layahealthcare.ie/bravenewera/research/#report1) – Laya Report

[Hybrid work – the story so far](https://workflex.solutions/research) – Workflex Australia

**Legal considerations**

[Workplace Relations](https://www.workplacerelations.ie/en/what_you_should_know/codes_practice/code-of-practice-for-employers-and-employees-on-the-right-to-disconnect.pdf) Guidance on R2D

[Do we really need the Right to Disconnect - Commentary](https://www.linkedin.com/pulse/do-we-really-need-right-disconnect-chris-flack/) by Chris Flack

[Right to Request Remote Work](https://www.siliconrepublic.com/careers/remote-work-consultation-ireland) – Silicon Republic

**Weaving Wellbeing into Remote Work approach**

[Wellbeing as a skill](o%09https%3A/www.weforum.org/agenda/2021/10/the-importance-of-worker-well-being-in-the-future-of-work) – World Economic Forum

[Gitlab stance on Burnout, Isolation etc.](https://about.gitlab.com/company/culture/all-remote/mental-health/)

[Advice for Leaders, emerging with Compassion](https://www.rowenahennigan.com/roremote-blog/leadership-in-times-of-crisis-the-importance-of-compassion-in-the-workplace) – Rowena Hennigan

[Prioritising Self-care](https://www.rowenahennigan.com/roremote-blog/enhancing-selfcare-profile-template) – Rowena Hennigan

[Avoiding Burnout](https://www.rowenahennigan.com/roremote-blog/burnout) – Rowena Hennigan

[5 Ways to avoid digital overload when working from home](https://www.rowenahennigan.com/roremote-blog/5-ways-to-reverse-digital-overload-in-remote-working) – Rowena Hennigan

Other themes.

[Workplace Savings Calculator](https://globalworkplaceanalytics.com/pro_workplace_savings_calc) - of Remote Work/Telecommuting – Global Workplace Analytics (inc. carbon emissions calculators)

[Women and inequality in home working only](https://www.rte.ie/brainstorm/2021/0105/1187727-working-from-home-office-covid-19-remote-working-hybrid-2021/%20-) – RTE Brainstorm Article

[Location of work, and considering hubs and other community-based locations & hubs](https://www.rte.ie/brainstorm/2020/0831/1162280-digital-hubs-ireland-remote-working-office-working-from-home/) - RTE Brainstorm Article

**The Business Case for Remote Work and how to approach your organisation/boss:**

[How to ask for Remote Work](https://blog.doist.com/how-to-ask-to-work-from-home/), with templates etc.

[If you propose a trial run](https://www.remoteyear.com/blog/remote-work-proposal-trial-run) – as a staged approach.

[General article, with how to approach](https://kevinsheridanllc.com/2019/03/the-business-case-for-remote-work/) – by Kevin Sheridan