

WORKING REMOTELY

Managing Outcomes

The nature of work has substantially changed. The rise of knowledge work and the evolution of technology afford Oregon state government the opportunity to reimagine the workplace.

Reimagining the workplace means highlighting and encouraging the working remotely. Working remotely is a mutually agreed upon work option between the agency and the employee in which the employee works at an alternate worksite, such as the employee's home (Policy 50.050.01). Working remotely is also referred to as "telecommuting" or "teleworking."

Both the agency and employee benefit from working remotely. However, there are potential risks that the enterprise seeks to mitigate through key support offerings.

BENEFITS

- Enhanced job satisfaction (maximized ~ 2 days working remotely per week)
- Increases in employee productivity (e.g. +13%)
- Financial advantages to the employee and organization (e.g. decreased building costs, commute costs)
- Environmentally friendly (potential to reduce thousands of metric tons of CO2 per year)
- Remove barriers for certain groups (e.g. individuals with a disability)

RISKS

- Work-life blurring
- Management agility
- Infrastructure and technology
- Disparate impact
- Employee feelings of isolation

ENTERPRISE SUPPORT

- Workplace Reimagined- an online hub with resources and tools for working remotely
- Technological tools, such as Microsoft Teams, ...
- Reimagining Management- training managers to shift from managing presence to managing performance
- Reimagining workplace culture to support the mix of worker types
- Plan customization based on agency needs

CONTACT

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