



Flexible Working

Case studies from our staff

Flexible working, the way of the future?

We asked three members of staff about their flexible working arrangements.

This leaflet will highlight the types of arrangements these members of staff have in place, as well as the benefits and limitations. Hopefully there will be some insightful information for you to consider when discussing flexible working.

Reason for working flexibly:

- "I chose to condense my working week to help with childcare. Having two children at nursery, with the (ever increasing) associated costs put a strain on our household finances. Formalising my working week was important to allow for my wife to plan her working arrangements with certainty that schedules would not change week-to-week."

“The benefits help me greatly with childcare and are really good for work life balance.”

Grant Cullen, UK Student Recruitment

- “It was out of necessity due to childcare arrangements. I opted for the work from home policy. I usually put together a work plan for the day and set myself tasks to complete. Working conditions at home need to be right so no TV on, plenty of light and very little distraction helps and good broadband. I use VPN and it works great for me.”
- “Additional workload and demands were causing me excessive stress and making me ill which resulted in me taking this proactive approach to address this issue. I decided I would benefit greatly if I reduced my working week by a day, to re-balance a healthy work/life balance. Therefore, I opted to work condensed hours which enables me to have a day out of the office mid-week.”

The limitations that were highlighted:

- “I utilise a variety of communications to stay in touch with staff via phone, email and skype. It can be restrictive in terms of scheduling meetings.”
- “It can take a bit of extra planning from time-to-time to arrange meetings and appointments but my overwhelming experiences have been very positive and without any professional limitations. Personally, working longer hours has reduced the amount of family time in the evenings especially over the dark winter months, but I try and make up for this time elsewhere.”
- “Meetings or events are generally scheduled on the day I have off (Wed) but I can, on most occasions given sufficient notice, change the day to attend important meetings/events”



Benefits

“The most tangible benefit is saving on childcare costs. Our world does not revolve around money but when childcare costs accounts for the largest household expense being able to reduce this cost, even by a little, allows us to continue with our respective chosen careers... Also, certainty with our schedules allows us to forge productive fulfilling careers, whilst defined work patterns help to provide our respective colleagues with confidence.”

“The extra hour at the beginning and end of my working day provides me with a quieter environment to work in, which is beneficial when more complex tasks are requiring completion, within a deadline..”

“ I am able to spend a day in the gym relaxing as well as undertaking exercise which is **not only beneficial physically but mentally**. I feel this provides me with a break in which my body has sufficient time to recover and **to continue to deliver an excellent service in my role.**”

Marion McNaughton, Employability & Opportunities

Further information

If you require further information about flexible working please search for ‘flexible working’ on the staff intranet.

Look out for more workshops on worklife balance and flexible working offered by Connect.

