



A Practical Framework for Supporting your Remote Workforce – A Legal, HR and OHS Perspective

Duration: 1 Day

Delivery – Online (Zoom)

Date: 3 March 2021 (1 Day)

9.30 - 1pm
2.30 – 4.45pm

Price:
Member: €385
Non-member: €425

Contact:
For further information, please contact Raquel de la Pena on (01) 605 1667 or at training@ibec.ie

Programme Overview:

Remote Working (also known as Home Working or E-Working) has become a common working practice for many organisations in the past decade. In 2020, remote working practices increased exponentially. Recent Ibec research shows that organisations expect this to be a lasting change, with hybrid working (where the employee works partially on-site and partially in the office) expected to become the most common form of remote working by September 2021.

Our workshop is designed to enable participants to effectively develop and manage Remote Working arrangements and policies in the workplace, learning from best practice examples and the legislation in this area.

Programme Outcomes:

On completion of the programme, participants will have:

- Up to date information on legislative and best practice examples to address Remote Working
- Considered practical HRM policies, procedures and culture in this area
- Addressed Occupational Health & Safety challenges

Approach: Online Delivery

The programme is delivered in a facilitated way online, with guided interaction to facilitate engagement, sharing examples and discussion.

Experts from Ibec will present current legislation and thought leadership in remote working and share practical examples and interactive case studies.

Who should attend:

HR, OHS professionals, or anyone responsible for managing Remote Working.



Programme Schedule:

Opening

This course will equip you with a foundation for creating your own remote working policy, insight to legislative framework that impacts remote working and practical understanding of IR, HR and OHS considerations. The 1-day training session will enable you to best support your company & your team.

Situating the Learning

Understanding the legal and practical implications of Remote/hybrid Working

Morning Session

1) Legal

The legal framework currently surrounding remote working which will include:

- a) Working Time Legislation
- b) OHS Legislation – employer obligations
- c) GDPR and Data Security

2) HR

- d) Onboarding and Probation in a remote context
- e) Performance Management
- f) Conducting Discipline & Grievances processes
- g) Communications

Afternoon Session

3) OHS

- a. OHS Legislation and applicable regulations
- b. Work Related Stress / Isolation
- c. Wellbeing & Resilience strategies