

Hybrid working resources

What is hybrid working?

Hybrid working is essentially a form of flexible working where employees split their time between working on site and remotely (usually from home or another office hub).

Throughout the COVID-19 pandemic, Employers for Carers (EfC) members have embraced new ways of working and implemented more flexible - including hybrid - working arrangements for their employees. Our research in 2021 showed that 8 out of 10 members responding (80%) had offered additional flexible working arrangements for carers and over 6 in 10 (63%) said that flexible working and leave arrangements had become more embedded in their workplace since the start of the pandemic¹.

Looking to the future, many members are planning to continue to keep those additional flexible – including hybrid - working arrangements in place.

- In our research, over 8 in 10 responding (83%) said they had plans to accommodate both flexibility of hours and flexibility of location in their proposals for staff returning to their place of work².
- Several members mentioned that they would be introducing or continuing hybrid practices including working from home (for staff who could do so) for two or three days a week as we move out of the pandemic. Many also talked about evolving hybrid working arrangements with the idea that these will be long-lasting.

What are the benefits?

“The benefits of hybrid working and working more flexibly have been clear, which will mean staff members who are carers will not (in most circumstances) need to request flexible working patterns anymore, this will just be part of normal working”.

EfC employer survey respondent 2021

Hybrid working allows employees to have more flexibility and autonomy over where and how they work, creating a better work-life balance, better wellbeing and more time for family and friends. All of these equate to reduced absence rates and higher levels of motivation, which in turn will have a positive effect on their organisation as a whole.

- For carers, hybrid working can ultimately mean the ability to remain in their current role and combine their work and caring responsibilities more healthily and productively. For example, a carer may live with or nearby the person they care

¹ Carers UK and Employers for Carers, Supporting working carers in COVID-19: Recovery and return (November 2021)

² ibid

for, therefore when an unforeseen circumstance occurs, they are able to respond to it quicker. Carers may also be better able to stagger their work start and finish times to suit their caring situation. Hybrid working can also save on commuting costs, which can be hugely beneficial to carers facing the often high costs of caring for someone.

Hybrid working guidance for employers

Below are links to some resources that can support your organisation with hybrid working.

Firstly, Acas have created some guidance on **working from home and hybrid working** which can be found [here](#).

The guidance includes information on:

- Requests for home and hybrid working
- Health, safety and wellbeing when working from home
- Policies for home and hybrid working
- Managing staff who are working from home

Members of the Flexible Working Taskforce, including Carers UK, have also published further practical guidance to help employers develop **fair and sustainable hybrid working practices**. This new guidance supplements the guidance from above.

The guidance is designed to help employers harness the benefits of well managed hybrid working practices which can assist organisations to attract and retain staff while supporting employee wellbeing, inclusion and performance. You can find the guidance [here](#).

The guidance includes information on:

- People management
- Recruitment and induction
- Inclusion and fairness
- Case studies and further reading