

NIKHEF STAFOVERLEG

HYBRID WORKING AT NIKHEF (POST CORONA)



HYBRID WORKING @ NIKHEF AFTER CORONA

- NWO-I is working on policy on hybrid working
 - *(applicable to NWO-I employees)*
 - The Works Council is involved in the process.
 - The same counts for universities
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- Note: hybrid working is *not* just working from home, it is merely about room to choose the place and time to work optimally, and how to facilitate this.
 - Offers plenty of possibilities to support Nikhef's intrinsic need for creative interaction and technical/academic discussion!

BRICKS – BYTES - BEHAVIOUR

Bricks: where do we physically work?

Bytes: Which technological facilities do we use to work 'hybrid'

Behaviour: What do employee and employer need to do to keep work safe and healthy



BRICKS

Working location:

- A lot of freedom here, as long as there is sufficient connection and interaction with team/manager.
- Office equipment is provided by Nikhef, no personal budgets are assigned.
- No 'rights or entitlements'; the pledge is: *best effort*.



BYTES

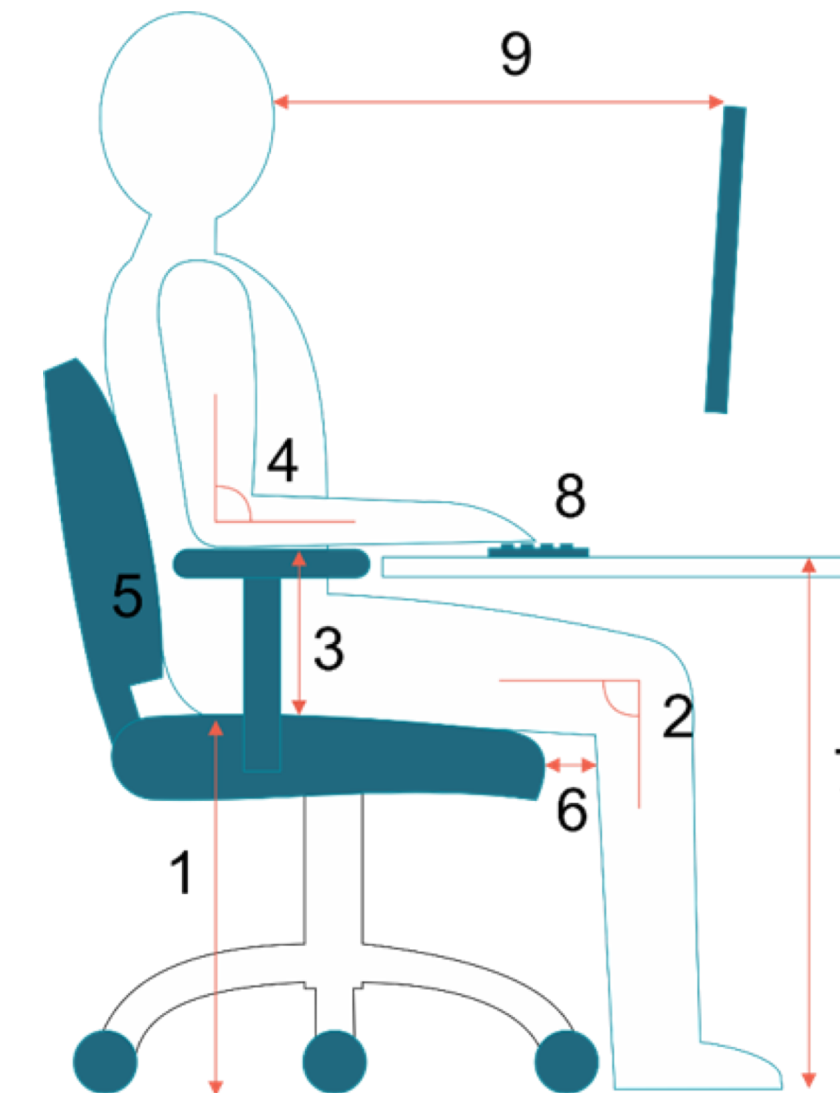
Necessary hardware

- Nikhef's aim is to provide all necessary software and hardware to employees to enable them to work location and time independent.



BEHAVIOUR

- How does interaction change?
- Manage expectations. Stay in touch.
- Awareness of HSE standards.
- Occupational health checklist will become available
- Not 'rights or entitlements' but 'fit for the job'
- the way we work facilitates the result we are working on



COMPENSATION AND BENEFITS

No concrete information yet on:

- Effects on commuting expenses compensation
- Other kinds of budgets or compensations (*coffee, print cartridges*)

Arrangements (if any) will be made by NWO-I with Group Works Council (Groeps Ondernemingsraad)

- Nikhef will try to treat NWO-I and university employees equally

RENOVATION?!

Interaction/concentration influenced by (noisy) contractors ☹️

The principle stays intact: location, time and social context in which you work are driven by the needs for productive working



QUESTIONS?

