

Workforce Categorisation Personas



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Hybrid Worker

E.g. **Planning Officer**

Job Coach

Technical Officers

Contractual Requirements

- Base will be home
- Working hours remain largely the same
- Requirement to attend a particular service base location for specific purposes a minimum 6 days a month, minimum of a day a week.

Flexibility

- May attend another location for a full or for part of a day
- Location could be any site/office/ hubs/community facility
- Will return to home base

Benefits

- Increased productivity with less disruptions at home and increased access to people through teams
- Reduction in travel time
- Increased flexibility and work life balance options
- Reduction in travel costs
- Reduction in carbon emissions from travel
- Ability to work from locations out with NLC/Scotland can help recruit/retain specialist or hard to fill roles
- Ability to flex where they work based on needs of the service and role
- Opportunity to embrace virtual ways of working and enhance digital skills
- Increased flexibility and enhanced work life balance
- Flex attracts wider range of candidates
- Good face to face peer and manager support opportunities

Key Considerations

- Regular communication with manager to ensure clarity of work location on any given day
- Diary kept up to date
- Face to face collaboration with home working colleagues planned in