Can employers pay you less if you insist on remote working?

A blueprint outlining expectations, standard operating procedures, performance appraisal and training can take the sting out of flexible work arrangements

Kang Yang Tse ver Vu

Expatriate employers are looking to do a deal on manual working at a fixed location, a corporate office or a remote work-from-home arrangement.

However, Double work arrangements have become a key defining characteristic of the contemporary workplace, often as a result of physical requirements or task necessity. It might be a requirement that work is done on site to ensure consistency of certain products or processes.

A remote working arrangement might be necessary to ensure that work is done in a safe way.

This is why, if you insist on remote working, you need a blueprint of your work arrangement and your compensation.

Managing both arrangements will present several challenges to your employer, including the need to ensure that both arrangements are conducted in a way that meets the needs of both the employer and your role.

The blueprint will help you understand what your employer expects of you and what you expect from your employer.

The blueprint should include:

1. A clear policy towards remote work
2. Negative implications on pay and performance management
3. Compensation differentiation involving remote workers, and help those considering remote work understand how both remote and in-office work factor into the overall employment experience in a modern hybrid workplace.

**WORKING REMOTELY**

Working remotely is an option that allows employees to work from home and still perform their jobs effectively. However, working remotely can have some challenges, such as increased isolation, lack of social interaction, and difficulty in maintaining productivity.

To mitigate these challenges, companies should establish explicit rules and guidelines that facilitate remote work. These guidelines should include:

- Clear expectations for remote workers
- Regular check-ins with remote workers
- Access to technology and resources
- Support for mentorship and professional development
- Recognition for remote workers

**CONCLUSIONS**

- A clear policy towards remote work can help mitigate the challenges associated with remote work.
- Compensation differentiation should be transparent and fair.
- Performance management should be modified to accommodate remote work.

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