

# New Ways of Working



PEOPLE PLACES TECHNOLOGY

## DfI supports a distributed workplace and flexible hybrid workforce that:

- + is focused on the needs of the Department and the Executive including the implementation of the DfI Business Plan;
- + is underpinned by central NICS policies such as those relating to Hybrid Working and the Connect2 Hubs while adhering to DfI health and safety obligations in all work environments;
- + offers solutions that will provide flexibility and options for our workforce, where possible.
- + places importance on sustaining organisational health to promote shared values, cohesion, connection, quality, knowledge sharing, learning and culture across the Department;
- + encourages staff to look at ways in which they can come together in the workplace to build and maintain relationships, provide opportunities for collaboration and to provide each other with support and maintain well-being;
- + aids a green recovery; and
- + helps to achieve the Executive's wider aspirations to reduce journeys undertaken by private car and encourage active travel.

## To achieve this, each of us will:

- + support flexible work policies by adopting working practices that support parity between those working remotely and in the office, and foster flexibility, such as using digital solutions and online meetings;
- + rethink our workspace to improve opportunities for both online and in person collaboration, within available budgets and resources;
- + continue to respect the provisions on 'conditioned hours' in the NICS Handbook and the flexible working arrangements that apply to all work environments;
- + actively avoid fostering a culture of 'out of hours' working;
- + focus on communication within our teams that helps to provide a supportive and collaborative environment across a distributed workplace;
- + encourage teams and individuals to focus on mental health and wellbeing;
- + improve our utilisation of digital customer facing solutions;
- + reduce our commuting journeys, especially those utilising private cars, so that staff are only in our buildings when there is a business need to be there; and
- + reduce our reliance on single use plastics and printing and increase our use of recycling within DfI premises.



Department for

**Infrastructure**

An Roinn

**Bonneagair**

[www.infrastructure-ni.gov.uk](http://www.infrastructure-ni.gov.uk)