Employee Communication
FLEXIBLE WORK LOCATION ARRANGEMENT POLICY
UPDATED March 2, 2022

Please share with your teams.

WHAT YOU NEED TO KNOW:

- ELT has considered the Flexible Work Location Arrangement (FWLA) policy and it is now in review with the Office of the City Solicitor.
- A July 2022 intake period is expected, with a fall implementation.
- To effectively evaluate how the new policy will be implemented, we want to separate how we have been managing by working remotely during the pandemic, from how our work might look in the future.
- Before we implement a new policy, all employees will return to the workplace.
- Approved telework arrangements in place prior to the pandemic will continue. To enable us to assess how work might look in the future, new telework arrangements are paused.

INFORMATION

The City of Regina has been a leader in many of our services and supports we provide employees, including introducing a Telework Program in 2011. When the pandemic began and we needed office/administrative employees to work remotely, we already had a framework to do that. In 2020, the City began reviewing its current Telework Program to determine the future of employees working remotely on a permanent basis.

Considering operational requirements for the organization and the downtown economic recovery that is needed, return to the workplace will precede any new remote or telework arrangements.

QUESTIONS & ANSWERS

I will still need to work remotely some days, will this be accommodated?
There has always been flexibility in supporting employees and that will continue. Even after remote workers return to the workplace, employees that need to work remotely on an occasional basis, and if their work can be done remotely, will be able to do so with support from their leadership.

How can I prepare for flexible work in the future?
We hope to share more information on our approach to flexible work arrangements and the success of the pilot programs, including workshops, this spring.