

Telework/Telecommute Employee Benefits

Whether or not an organization succeeds and grows depends more and more on the people that make up the organization. By working with employees to structure a flexible work environment that makes sense, a company improves its long-term business prospects and keeps good people. Employee benefits include:



1. Improved productivity resulting from fewer interruptions and distractions.
2. Enhanced time management and the opportunity for flexible work schedules.
3. Improved balance between work and family life, boosting employee satisfaction.
4. Travel difficulties are avoided. These could be caused either by a breakdown of personal transport or disruption/delays en route to the office.
 - A. Loss of pay because of lateness or non-arrival.
 - B. Increased stress generated by a difficult commute.
5. Less time taken off due to illness.
6. If the employee is too ill to commute, (s)he might still be well enough to work at home.
 - A. If employee is recuperating from a serious illness, (s) he might be well enough to work at home.
 - B. Employee is less likely to contract contagious diseases such as flu, colds, viruses, etc.
- C. Improved general health because of reduced stress and exposure to pollution.
7. Increased personal safety:
 - A. Reduced risk of commuting accident.
 - B. Less exposure to violence en route to and at the work place.
8. Ability to cope more easily with personal family matters. What was once commuting time is now available to make arrangements to cover school closings, minor family illnesses, and household repairs, services, etc. by outside contractors.
9. Almost no "decompression" time needed once work day is over to recover from stress of commute—rest of household doesn't need to wait while you "chill out"!
10. Will have more time to spend on improving personal skills/education thereby commanding better job security.
11. Lowers cost of living through:
 - A. Being able to live further out of town in cheaper housing areas.
 - B. Reduced commute costs because:
 - * Less vehicle fuel needed because less mileage driven.
 - * Changes to insurance policy because of less commuting.
 - * Less vehicle maintenance needed because less mileage driven.
 - * May be able to sell vehicle or buy a smaller one.
 - C. Less purchases of business clothing; would wear casual clothes more often.
 - D. Lower dry cleaning costs; casual clothes are generally more washable at home.
 - E. Lower personal grooming costs: less makeup & hair cutting/tinting, etc.
12. Reduced child or elder care because drop-off and/or pick-up times can be adjusted to reduce hours under care.