

Supporting the Wellbeing of Hybrid Workers

Hybrid working involves staff spending some of their working week on campus and other time remotely, usually from home. This can result in some specific wellbeing challenges for staff – these tips can help to ensure that hybrid working can be undertaken in a way that also enables wellbeing.

When working from home without the structure of a typical working day and commute, it can be easy to work longer hours and not take any breaks. Encourage staff working remotely to take regular breaks, including screen breaks. Also encourage staff to work reasonable hours and address any signs of overwork.

Working from home can lead to the blurring of boundaries between work and home. Having work related technology in the home can encourage staff to check messages when they are not working – talk to your team about the importance of switching off and having boundaries.

When your team are remote (or even working at different times to you), the signs and symptoms that someone is not ok may be harder to spot. Aim to check in on a regular basis with your team and raise any concerns that you may have. [This short guidance](#) provides more information on having a wellbeing conversation.

Promote wellbeing activities and opportunities to your team – whether people work remotely or not. This can help to give staff permission to take time for their wellbeing and create a team in which it is acceptable to talk about wellbeing and health.

Consider the amount of and length of online meetings. This can result in excess screen time. Consider whether it is necessary to always hold a meeting – could it be replaced by an asynchronous activity instead such as a chat in MS Teams, allowing people to respond when it works for them? Look to make meetings as short as possible and avoid situations where there are online meetings back-to-back with no time away from the screen.

Be a good role model. If you have healthy habits, then your team will take the lead from you. Equally if you email them late at night or at weekends this may send a signal that this is expected of them too. If you are working flexibly make sure your team are aware of that and tell them that they do not have to respond.

Consider workloads. Excess workload is one of the main reasons that people take time off work due to stress, anxiety and depression. All staff should have a reasonable workload and clear objectives. Make sure everyone knows what is expected of them and discuss objectives regularly.

More information on supporting wellbeing is available on the [Staff Wellbeing Hub](#).