



## Flexible work arrangements and employee health

Did you know that most evidence says that employees who have control (or autonomy) over their work hours and where they work tend to be happier people?

When employers allow for flexible work arrangements or flex time, it can help support employee health and overall job satisfaction. For instance, a flexible workplace allows employees to

- job share or work part-time,
- take time to deal with family issues,
- work at home occasionally,
- enjoy physical activity during their workday, and
- use active transportation.

Flexible work arrangements can be supported through written or unwritten workplace policies and guidelines. A business may have a workplace culture that supports flexible use of time, but have no formal flex-time policy in place.

Other organizations may be more structured or explicit about the options available to employees for adjusting their work hours or work arrangements.

A clear policy helps ensure that even if an employee uses some flex time, they still fulfil their duties and employment obligations, including their assigned number of work hours.

### Health matters

Employees who have access to flexible work arrangements may enjoy better mental and physical health than employees who do not have flexible options.

Healthier employees tend to be more productive employees, who cost their organization less in benefits and sick time. As a result, there can be advantages to flexible work arrangements for both employer and employee.

On the other hand, providing flexible work arrangements may not be attractive to employers if some employees abuse this privilege—if employee productivity lags, for example, or if internal communications are affected.

For a flexible workplace to work well, it's critical that employees and employers value the arrangement and have a clear understanding of the policies and guidelines in place.

### Learn more

#### [Workplaces that Work](#)

Information on flexible work arrangements through Canada's HR Council.

*Content provided courtesy of Alberta Health's Healthy U initiative.*



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