

# Blended Working

At HIQA we are very proud of our Blended Working Model. Developed through extensive staff engagement, the model offers a mix of remote and office working for all employees.

HIQA has introduced Blended Working to offer more flexible working arrangements to all employees. We aim to strike a balance between being flexible, efficient, and resilient by facilitating blended working where practical, while enabling onsite interaction, collaboration, and support as required.

All roles in HIQA have been assessed under the criteria of business needs and role suitability for blended working. This determined the proportion of time that employees will spend working in HIQA offices and working from home, depending on their role.



# HIQA's blended working approach is outlined below:

0 - 1 Day Onsite	1 - 2 Days Onsite	2-3 Days Onsite
Where your day-to-day work has limited ties to the office space, you would be expected into the office zero-to-one day per week	Where you need to be in the office occasionally for your work, you would be expected in the office one-to-two days per week	Where the role requires equipment or technology within the office, you would be expected in the office two to three days per week



There may be a requirement to attend the office for more than the allocated number of days for training and on boarding purposes at the start of your employment and during your probation period.

Further guidance on HIQA's Blended Working Policy, which includes eligibility criteria will be issued to successful candidate/s. This is an opt-in policy and details on how you can apply will be issued to you before you start.

