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Public Consultation on the Introduction of a

Right to Request Remote Working

The purpose of this questionnaire is to seek your views on the introduction of a statutory right for employees to request remote working. Shannon Chamber will be responding to the Department of Enterprise and Employment’s Public Consultation on behalf of member companies/the business community and welcomes your responses to the questions set out below.

The responses you provide will be compiled into a document reflecting the collective feedback from member companies, which will be shared with you when complete.

**Your company details will NOT be included in the submission.**

**Your responses by COB Friday, 23 April would be very much appreciated.**

Please submit response to: [hdownes@shannonchamber.ie](mailto:hdownes@shannonchamber.ie)

Your Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Organisation (if applicable): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

E-mail: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

*THANK YOU FOR PARTICIPAING IN THIS PUBLIC CONSULTATION PROCESS.*

Helen Downes  
Chief Executive

# Question 1: Timeframe for employer to respond

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| 1. What timeframe for response should apply to employers on receipt of an employee’s complete request to work remotely;  * 1 month * 2 months * other? |

# Question 2: Length of service before having entitlement

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| 1. What minimum length of service is appropriate for an employee to have served in the employment of the employer before having an entitlement to make a request for remote work? 2. After what duration can another request be submitted if the first request was declined? |

# Question 3: Risk assessment of a proposed remote workplace

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| As an employer, how confident would you currently be in carrying out a risk assessment of an employees’ proposed remote workplace? What, if any, additional information, guidance or assistance might you require? |

# Question 4: Remote work policy requirement

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| Should there be a provision inserted in the legislation that employers must have a policy on remote work which can be inspected by employees and the Workplace Relations Commission?  (The policy could set out details such as the type of work that may be suitable for consideration of remote work and equally work that is not appropriate or suitable for remote work. In some companies the potential for remote work may be zero or extremely limited.)  This type of provision is already in use. For example, Section 20 of the Safety, Health and Welfare at Work Act 2005 requires employers to prepare, or cause to be prepared, a written “safety statement” and a copy of a safety statement, or relevant extract of it, shall be kept available for inspection. |

# Question 5: Reasonable grounds for refusal

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| 1. What are reasonable grounds for refusing a remote working request? Please list. 2. Is it acceptable that an employer offers an alternative hybrid working pattern with a combination of remote work and onsite work, in response to any request for remote working? (For example, if an employee is requesting 50% remote working and an employer wishes to offer 20% or a lower percentage than the amount requested.) |

# Question 6: Withdrawal of remote working

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| It is intended that any accepted remote working arrangement will be granted subject to ongoing review by the employer.   1. If an employer seeks to withdraw from the arrangement, what is a reasonable notice period of intention to do so? 2. If an employee seeks to withdraw from the arrangement, what is a reasonable notice period of intention to do so? 3. If an employer seeks to change the specific details of the arrangement, what is a reasonable notice period of intention to do so? 4. If an employee seeks to change the specific details of the arrangement, what is a reasonable notice period of intention to do so? |

# Question 7: Provision of equipment

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| Should the employer bear the cost of providing all equipment for a remote working arrangement as well as covering the cost of maintenance?  [It should be noted that the employer cannot require the employee to install programmes or applications on devices owned by the employee, or to use these devices for remote services.] |

# Question 8: Monitoring of activity

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| Should the employer have entitlement to monitor the activity of the employee?  [It is proposed that the employer should have entitlement to monitor only to the extent necessary to verify the compliance of labour obligations and duties.] |

# Any other comments:

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