



REMOTE OR ISOLATED WORK

IMPACTS OF REMOTE OR ISOLATED WORK

The impacts of remote or isolated work on both workers and organisations is numerous. Some impacts to consider are:

ON WORKERS

Increased Risk to Health and Safety: Working alone or in remote locations can heighten the risks to workers' health and safety. Limited access to assistance and emergency support may make it challenging to address potential hazards or respond to emergencies promptly.

Prolonged periods of isolation, limited social interaction, and the absence of direct supervision or support may contribute to increased stress, anxiety, and mental health issues among workers.

Heightened Feelings of Isolation and Loneliness: Being physically separated from colleagues and working in isolation can lead to feelings of loneliness and isolation, including reduced collaboration and communication. The lack of social interaction and support networks may negatively impact mental well-being and contribute to decreased job satisfaction.

Increased Responsibility and Self-Reliance: Workers in remote or isolated settings often bear greater responsibility for their tasks and decision-making. They may need to rely on their own expertise and judgment without immediate input from others, which can lead to additional stress and pressure.

Challenges in Work-Life Balance: Remote work can blur the boundaries between work and personal life, making it difficult for workers to establish a healthy work-life balance. Without clear separation, the risk of overworking or burnout may increase.

ON ORGANISATIONS

Decreased Communication and Collaboration: Physical separation can hinder effective communication and collaboration among team members and departments. Reduced face-to-face interactions may result in slower decision-making processes, limited knowledge sharing, and decreased synergy within the organisation.

Challenges in Supervision and Performance

Management: Managing and supervising remote or isolated workers can present challenges. Monitoring performance, providing feedback, and ensuring accountability may become more difficult without regular in-person interactions. Potential

Increased Reliance on Technology: Organisations relying on remote or isolated work must heavily depend on technology for communication, collaboration, and task management. Technical issues or disruptions in connectivity can disrupt work processes and impact productivity.

Difficulty in Onboarding and Training: Introducing new employees to remote work settings and providing effective onboarding and training can be more challenging. Lack of face-to-face interactions and limited opportunities for hands-on training may require organisations to adapt their onboarding processes.

Work-Life Balance and Employee Well-being:

Organisations need to be mindful of the work-life balance and well-being of remote or isolated workers. Balancing work responsibilities with personal life can be more challenging in remote settings, leading to potential burnout, decreased job satisfaction, and increased turnover.



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Dependence on Technology: Remote work heavily relies on technology for communication and connectivity. Technical issues, limited internet access, or disruptions in communication tools can significantly impact productivity and create frustration for workers.

Difficulty in Disconnecting from Work: Remote or isolated work settings may make it challenging for workers to establish boundaries between work and personal life. The constant accessibility and expectation of being available can lead to a sense of always being "on" and difficulties in disengaging from work-related responsibilities.

Increased Need for Remote Infrastructure and Support: Supporting remote or isolated work requires investment in the necessary infrastructure, tools, and technologies to enable seamless communication, collaboration, and access to resources. Organisations need to ensure their remote workforce has the necessary support to perform their roles effectively.

Potential for Information Security Risks: Remote work can introduce new challenges to information security and data protection. Organisations must implement robust cybersecurity measures to safeguard sensitive information and ensure remote workers adhere to security protocols.