

Letter to the editor

Flexibility Breeds Staff Efficiency

Our research findings of over 700 companies nationally clearly identified flexibility in the workplace (Flexibility breeds staff efficiency, September 4th) contributes positively to family relationships and further enhances the employees' productivity and workplace performance.

These findings further indicated 40% of employees prefer greater flexibility regarding working conditions in order to achieve overall wellbeing and work life balance. Clear and flexible working conditions empower employees to have an element of control over their lives and make decisions that sufficiently address their personal and work demands at any given time. This in turn adds value to their efficiency and performance.

These changes in lifestyle and work practices greatly assisted employees to spend more time with their families and partners, resulting in increased overall workplace and relationship satisfaction.

To establish flexible working conditions companies need to implement changes to their employee policies. Some companies are already implementing 'health and productivity' policies to match company expectations with employees' interests. Where this works, everyone wins - including shareholders.

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