



Fact Sheet: Remote Work vs Work From Anywhere

The landscape of remote work is evolving yet again, and now businesses need to consider how flexible working arrangements and Work From Anywhere can impact them.

The key areas Work From Home policies address:

As remote work becomes more prevalent, the need for clear HR policies grew. Organisations had to adapt their frameworks to address key areas such as:

- **Workplace health and safety:** Ensuring home offices meet safety standards and providing ergonomic guidance.
- **Data Security & Compliance:** Implementing policies to safeguard company data in remote environments.
- **Performance Management:** Shifting from traditional monitoring methods to outcome-based assessments.
- **Employee Wellbeing & Engagement:** Introducing virtual check-ins, mental health support, and team-building initiatives to maintain culture and morale.
- **IT Infrastructure & Support:** Ensuring employees have access to the right tools, stable internet, and technical assistance.

While these adjustments allowed businesses to operate effectively in a WFH environment, the landscape of remote work continues to evolve.

The Shift From WFH to Work From Anywhere (and why it matters)

As remote work matures, more businesses are expanding their flexibility beyond WFH and embracing Work from Anywhere (WFA). Employees now seek greater autonomy, choosing to work from different locations—including holiday homes, different cities, and even overseas. Advances in cloud computing, collaboration tools, and cybersecurity have made WFA more practical, allowing businesses to operate without geographical constraints.

However, this shift also introduces legal, compliance, and operational challenges, requiring structured policies to ensure efficiency and adherence across jurisdictions.

Remote Work Models

Previously, remote work policies primarily focused on WFH arrangements. However, remote work today encompasses a range of models, each with distinct implications for businesses and employees. The most common models include:

- **Work From Home (WFH):** Employees work entirely from their home location.
- **Hybrid Work:** Employees split their time between home and the office.
- **Work From Anywhere (WFA)**
 - Employees can work from any location, nationally or internationally.
 - May involve travel (e.g., digital nomads) or structured international work arrangements.
- **Asynchronous Work**
 - Employees work on flexible schedules, without the need to be online at the same time as colleagues.
 - Common in global teams spanning multiple time zones.
- **Temporary Remote Work**
 - Employees work remotely for a set period of time (e.g., during renovations, emergencies, or personal circumstances).

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Why a comprehensive Remote Work Policy matters

A well-defined remote work policy should address all types of remote arrangements, not just WFH. Here's why:



Meeting diverse employee needs

Employees thrive in different environments—whether at home, in co-working spaces, or while travelling. A policy limited to WFH may restrict productivity and engagement.



Legal & compliance considerations

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Cybersecurity & IT infrastructure

Employees working from various locations can pose security risks. A robust policy ensures strong IT protocols, including secure networks, the use of VPNs, and data protection measures.



Productivity and performance management

Defining expectations around availability, deliverables, and communication is essential for all remote work setups to ensure accountability and transparency.



Business continuity and operational efficiency

Unpredictable events may require sudden transitions between work setups. A flexible remote work policy minimises disruption and ensures seamless operations.



Equitable access to support and resources

Employees working remotely require different levels of support. A comprehensive policy ensures fairness in access to tools, training, and wellbeing initiatives, regardless of location.

Future-proofing your remote work strategy

In today's evolving workforce, employees seek flexibility not only in where they work but in how they work. From hybrid models to asynchronous schedules, a one-size-fits-all approach no longer meets business or employee needs. A comprehensive remote work policy ensures your business remains agile, competitive, and aligned with the expectations of a modern workforce.