<table>
<thead>
<tr>
<th>Working On Site</th>
<th>Impossible</th>
<th>Only alternately</th>
<th>Possible</th>
</tr>
</thead>
<tbody>
<tr>
<td>Safety regulations are not respected</td>
<td>Shared offices: due to safety regulations, not all staff members can be present</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Teleworking impossible**

- Equipment inadequate or teleworking not compatible with the requirements of the service

**Teleworking possible**

- Work at home
- Alternate between teleworking and on-site working
  - Percentage of time spent teleworking is determined by supervisors based on the requirements of the service
- Teleworking at the staff member’s request
  - Terms and conditions are determined by supervisors based on the requirements of the service.
  - Schedules can be rearranged

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1) Staff members must remain available to the employer, and their supervisors may ask them to carry out other activities or temporarily release them from their obligation to work, without any reduction in salary.

2) Staff members must remain available to the employer for those periods when their activities cannot be carried out on site, and their supervisors may ask them to carry out other activities or temporarily and partially release them from their obligation to work, without any reduction in salary.