

# TELEWORKING AT UNIGE | Particular health situation

WORKING AT HOME

## WORKING ON SITE

	Impossible Safety regulations are not respected	Only alternately Due to safety regulations, not all staff members can be present	Possible Safety regulations are fully respected
Possible	Work at home	<b>Alternate between teleworking and on-site working</b> Percentage of time spent teleworking is determined by supervisors based on the requirements of the service	<b>Teleworking at the staff member's request</b> Terms and conditions are determined by supervisors based on the requirements of the service. Schedules can be rearranged
Impossible Equipment inadequate or teleworking not compatible with the requirements of the service	<b>Release from the obligation to work</b> 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	<b>On-site working and partial release from the obligation to work</b> Organisation of attendance and percentage of time teleworking is determined by supervisors based on the requirements of the service. In case of partial relief from the obligation to work, please refer to the commentary on the left	Work on site
People at especially high risk	Employees at especially high risk are given particular protection and must work at home. If their presence on site is required, their work environment must grant them a protection equivalent to that obtained through teleworking. Alternatively, their supervisors may ask them to carry out other activities or release them temporarily from the obligation to work, without a reduction in salary.		

