

Office of Accountability:	Office of the Dean
Office of Administrative Responsibility:	Department of Human Resources
Approver:	Senior Executive Committee
Approval Date:	March 6 th , 2023
Review Date:	August 29 th , 2023

Definitions

Ad Hoc Remote Work Arrangement (RWA)	Remote work arrangement that occurs on a rare and occasional basis for a specific incidental reason. No RWA application form required. The request and approval are documented by writing in an email between the Unit/Department Manager and employee for each occasion. Not intended to be a substitute for a formal RWA and would take place no more than eleven (11) times per year.
Employee(s)	Individual(s) who holds a position in the Faculty of Medicine belonging to the following employment groups: Senior Administrative Management/Leadership Group, Management and Professional, Support Staff (Non-Bargaining) or CUPE.
Unit/Department Manager	Individual who is authorized/designated by Memorial to direct or oversee the work of an employee(s).
Unit Head	Dean of Medicine (or designate) or Chief Operating Officer (or designate).

Overview

The Faculty of Medicine recognizes the value of flexible work arrangements for employees and the university. These guidelines apply to situations where a Faculty of Medicine employee works remotely on a rare and occasional basis for a specific, incidental reason. These guidelines have been developed in consultation with leadership and a committee developed within the Faculty, and in accordance with the parameters set out by Memorial's [Guidelines for Remote Work Arrangements](#). It is important to note that ad hoc remote work arrangements are not meant to serve as a workplace accommodation which is viewed as a protection of human rights. If a potential accommodation situation arises, employees would consult the [Workplace Accommodation Policy](#).

Purpose

To provide clarity on the process for requesting and implementing occasional remote work arrangements. These guidelines are not intended to be a substitute for a formal Remote Work Arrangement (RWA).

Scope

These guidelines apply to all non-academic employees including CUPE, non-bargaining, and management and professional employees.

Policy

1.0 Requesting an ad hoc work arrangement

When considering an ad hoc RWA employees must:

- 1.1 Discuss eligibility to work from home with a Unit/Department Manager;
- 1.2 Provide, where possible, 24 hours of business-day notice to a Unit/Department Manager;
- 1.3 Receive an approved [virtual private network](https://webapps1.mun.ca/generic-workflow/vpn-form) (VPN) application from Memorial (<https://webapps1.mun.ca/generic-workflow/vpn-form>);
- 1.4 Ensure access to a Memorial VPN Laptop, and a cellphone for use with the two-step VPN verification process with an associated personal or Memorial-issued cellphone. Employees may use an assigned Memorial VPN laptop. Floater laptops assigned to the departments may be shared. HSIMS have limited number of laptops for employees to sign out on a first-served basis;
- 1.5 Ensure access to an appropriate, dedicated work space at an employee's home address that allows for uninterrupted work;
- 1.6 Ensure the security and confidentiality of all records and comply with the university's policies regarding data security. This includes no physical papers of a confidential nature removed from Memorial premises;
- 1.7 Complete a Faculty of Medicine ad hoc application form;
- 1.8 Submit the application form to the Unit/Department Manager; and
- 1.9 Submit a request by email to a Unit/Department Manager prior to each occurrence of ad hoc RWA.

2.0 Processing an ad hoc remote work arrangement

2.1. Unit/Department Managers are responsible for reviewing and approving ad hoc requests:

- At the initial application;
- For each occurrence; and
- Based on the nature of the request and operational requirements, including service delivery.

2.2. Unit/Department Managers will track requests and approvals.

2.3. Following approval or denial of an application for an ad hoc work arrangement the Unit/Department Manager will inform the [Chief Operating Officer](#).

Procedure

A.0 Situations which would qualify for an ad hoc RWA:

Infrequent situations which qualify for an ad hoc RWA and allows for complete, normal work functions within regular working hours include the following examples:

- Expecting a delivery during working hours, where the employee would need to be present but are able to work as normal; or
- Maintenance appointment in the employee's home or property, where they need to be present but are able to work as normal.

B.0 Situations which would not qualify for an ad hoc RWA

Infrequent situations which require an employee to stay home and would not qualify for an ad hoc RWA include:

- Caring for a sick child who requires care during normal working day. In this case, family leave or annual leave can be used;
- Employee is home sick, and feel like partial duties can be performed during the normal working day. In this case, employees can avail of hours available for sick leave; or
- Employee is unavailable during regular working hours, but could work outside of those hours. In this case, an employee can avail of hours available for family leave or annual leave.

Related Links

[Memorial's Remote Work Arrangements](#)

[Information Management Policy](#)

[Leave Administration Policy](#)

[Workplace Accommodation Policy](#)