E-Change and Remote Work in Australia
Advice Sheets for Stakeholders

4 Employers

E-changers are people who have moved away from large cities to smaller regional, coastal, or rural towns, and are working remotely using information technology and digital services.

They are often seeking to live a more affordable, less congested, non-metropolitan lifestyle whilst remaining digitally connected to the city through their employment.

The COVID-19 pandemic has accelerated the rate of e-change migration, as work from home policies allowed people to work and collaborate remotely without physically attending a workplace on a daily basis.

❹ E-Change Employers

Speak with your employees about what flexible working arrangements they may need when living outside the city, and which your organisation might support.

Many e-changers will be using their home internet connections for work purposes if they are working remotely. Consider whether this is an appropriate, and ensure all parties are aware of their responsibilities to provide digital access.

Consider what requirements for physical presence your organisation has for each role and employee, recognising that not all roles and employees have the same need to attend an office.

Your organisation may need to invest in cyber security measures if your employees are working remotely. Establish what digital security measures will be required to ensure your data remains private where necessary.

Consider other ways that organisations and teams can build trust and connection remotely, for example through brief but regular online meetings or intermittent face-to-face contact.

Ensure your organisation has high quality onboarding procedures for new employees that are suited to remote or hybrid work arrangements. Working remotely in a different organisation can be difficult for employees who aren't familiar with the organisation, especially getting to know new colleagues.

Ensure that performance appraisals are largely focused on performance and results and remote workers are recognised for their ability to meet the requirements of their position, even if they are not physically present in an office space most of the time.

Encourage your employees to engage in their local communities because this is important for their mental health and well-being. It will reduce their levels of isolation and make them less likely to burn out.

Consider building connections and community for groups of your employees who are working remotely. For instance, you might subscribe to a regional co-working hub or satellite office where remote workers in your organisation can regularly meet.

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