



The Government of Catalonia has adopted a pioneering decree that regulates telework for its staff.

A new way of working for the 21st century

Aims



Move towards a results-based approach to work



Move beyond a work culture that emphasises physical presence



Foster trust, initiative and autonomy among public employees

Benefits



Greater flexibility and more effective organisation of working time



Positive effects on productivity and staff engagement



Supports recruitment and retention of talent



Sustainable mobility: reduces commuting and energy consumption

How will it work?



The Government of Catalonia's telework model combines on-site and remote work



Telework will be voluntary for public employees



Arrangements will be for a maximum of one year, which may be extended



Regular assessment to monitor fulfilment of objectives defined in each employee's personal work plan



Maximum of two days a week, or three in the case of staff assigned to the Administrative District



Staff may telework on an occasional basis:

- in emergency situations
- when providing a service away from their usual workplace
- for specific assignments

Who will be eligible?



Over 40,000 employees of the Government of Catalonia and its autonomous agencies whose work does not involve providing services directly to the public or other tasks that must be performed on-site



The new telework system does not apply to teaching staff, statutory staff of health and correctional services, firefighters, police officers or rural protection officers