



POSTURITE

AGILE WORKING



 **POSTURITE**[®]
Because Health Matters

Get smart with agile working



Agile working is about relaxing formerly rigid work rules to create a culture that is more transparent, healthy, flexible and productive.

Out with the old

Thanks to Internet technologies such as cloud storage systems, video conferencing, smartphones, tablets, laptops and greater access to WiFi, we no longer need to be shackled to our office desks.

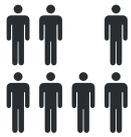
With agile working (or activity based working), work isn't a place, it's a series of activities. It values output over input: the quality of work produced, rather than the methods or length of time used to produce it.

How do we manage the health, safety and wellbeing of a workforce that's on the move?

Managing the health, safety and wellbeing of employees in an agile organisation is a unique challenge. How do you train a workforce that's spread around the country - or even the globe? Are you doing enough to ensure they're safe when they're on the move? How do you make sure their needs are being met to ensure they remain healthy when work environments change day-to-day?

We can help you with these challenges. Many of our clients have evolved into agile organisations over the 26 years that we've been in business, so we know what it takes.

Analysts at Lancaster University's Work Foundation predict that 70% of UK organisations will be agile by 2020. It's not hard to see why. Some benefits of well-designed agile working include:



Lower absenteeism and presenteeism



Better work-life balance



Foster trust and loyalty



Increase physical activity



Boost happiness and health



Greater collaboration and creativity



Resilience to changing market



More adaptable to client needs

Why choose us?

When we first started in the early '90s, things looked a little different. Ian Fletcher-Price - our founder and CEO, spent much of his City career suffering neck and back pain from desk and computer use.

The writing board he invented in his mother's garden shed changed everything. Over the years working environments and behaviours changed. Out went memos, faxes, in-trays, address books, regular face-to-face meetings, filing cabinets and 9-5 working hours. In came emails, mobiles, laptops, online training, remote meetings, virtual offices, hot-desking and agile working. With every advancement we faced, we have adapted to help our clients

We have taken on qualified health professionals, ergonomists and other specialists. We've trained more DSE assessors and developed more products that help people interact with their changing environments comfortably. We have built strong relationships with many of the best manufacturers in the world so that we can be a trusted supplier of thousands of high quality ergonomic products - both off and online. The scope of services and products we provide is wide, but our aim is simple: to help you improve the health, safety, wellbeing and ultimately the productivity of your staff.



Our agile working services span six key areas:

1. active working
2. hot-desking
3. space management
4. homeworking
5. remote working
6. travel safety

Active working



Active working is the act of incorporating more physical activity into every working day.

The spaces we live in shape us. An active working environment encourages movement and stimulation in a bid to improve business productivity.

THE PROBLEM

Our sedentary lifestyles are creating a widespread health problem that's costing the economy. In fact, the British Heart Foundation estimates the cost at around £1.2bn.

Physical inactivity is one of the leading risk factors for death worldwide, and the root cause of many cases of absenteeism and dropped productivity.

Studies show that sedentary behaviour can:

- Increase the risk of developing type II diabetes
- Increase the risk of developing cardiovascular disease
- Increase the risk of some cancers
- Reduce life expectancy
- Increase occurrences of musculoskeletal disorders (MSDs)
- Cause unhealthy ageing and poorer bone health later in life

Active working can form part of a healthy, agile workforce and our consultants can walk you through this area with expert advice and guidance.



Our experts recommend moving between sitting, standing and walking every 20 minutes throughout the day.

THE SOLUTION



Consulting

Becoming an active workforce requires a radical change - not just in the equipment and layout in the office, but in the way people think. It takes time and real strategy to implement. Our consultants can work with you to develop active working strategies, implement sit-stand routines based on research, and design real incentives to get people moving more in the long-term.



Training

We can arrange fun, engaging courses to support your active working strategy. We can show staff ways to improve their health at work, and teach staff the dangers of sedentary living to encourage a bigger lifestyle change.



Product

We can help source the best active working products for your requirements. We consider all factors, from the nature of the work and the space available, to the budget you allocate. The solution could be a connected system of sit-stand desks with full cable management like the DeskRite Evolve. It could be that you keep your existing desks and supplement them with cost-effective sit-stand platforms like the DeskRite 100.

We also supply anti-fatigue mats for greater comfort, and timers, calorie counters and posture trackers to produce quantifiable data to support your active working strategy.



Find out more about active working at posturite.co.uk/active-working

Hot-desking



Hot-desking is where staff share workspaces instead of having designated desks.

Hot-desking allows you to reclaim unused office space. Why keep designated workstations for agile employees who are in and out of the office all week? With hot-desking, staff can settle down at whatever workstation is available that day. This leaves space for other features, like meeting spaces, break-out areas, or wellbeing features, like gym equipment, or a games room.

Hot desking can bring an array of benefits, including:

- reduced overheads.
- greater collaboration.
- stimulating change.
- space saving.

THE PROBLEM

Switching to a hot desk environment can be tricky, especially when staff are used to owning and personalising their workstations. The switchover may require specialist management and training. There are also ergonomic issues to consider. We're all different shapes and sizes. How can you make sure your workstations are suitable for everyone? That's where we can help.

THE SOLUTION

We are hot-desking specialists. We can consult, provide training and supply all the ergonomic hot-desking equipment you need to set up a healthy, happy office.

For more information visit [posturite.co.uk](https://www.posturite.co.uk)



Training

Our flagship DSE e-learning course AssessRite 3.0 is perfect for training hot-deskers to set up their environments correctly. Spanning desks, mobiles, tablets and laptops, AssessRite will equip users with all the knowledge they need to set up any workstation safely and comfortably to avoid painful and costly injuries.

Consulting

Our experts can oversee the transition to hot-desking. They can carry out risk assessments, help draw up health and safety policies, and advise on best practice for running this kind of environment. The right advice could save you significant amounts of money and hassle in the future.

Products

Creating hot-desking workstations that can quickly and easily be adjusted to the individual using them is essential. That's where our expertise comes in. We can advise you on everything from keyboard and mice to monitor arms and DSE regulations. We maintain excellent relationships with the best manufacturers in the world, giving you access to a huge selection of options. We'll advise you, install equipment and set up all equipment appropriately if needed.

Hot-desking cuts office costs up to 30% according to surveys.



Home-working



Home-working is, simply, when employees have the flexibility to carry out all or some of their work tasks from home.

With good management, the right IT systems and appropriate training, home-working can be a huge boost to business. Employees recognise that working from home can be beneficial when they have the right support. It builds loyalty; it feels good to be trusted. Additionally, having the flexibility to work from home can reduce stress. It can be much easier to fulfil personal responsibilities and maintain a good work-life balance when you have the option of working from home.

When employees are feeling happy, relaxed and loyal, they are in the best possible position to perform highly in their roles. The result? A calm, happy environment and greater productivity across the board.

THE PROBLEM

Starting a work from home policy isn't as simple as telling staff they don't have to come into the office. There are challenges involved with managing a workforce you can't always see.

How do we manage employees remotely? How do we make sure the home environment is a productive space? How do we protect home workers from health and safety hazards?

Employers often shy away from allowing home-working because they're daunted by the potential risks. However, with the right advice, support and training, initiating a home-working policy can be a low risk and extremely fruitful business decision.





THE SOLUTION



Training

Empower your employees to create a safe, productive home-working environment with our e-learning course AssessRite for Home-workers. This popular online course takes users through DSE regulations step-by-step, allowing them to adjust their home workstations to a satisfactory standard themselves.



Consulting

Enlist a Posturite consultant to carry out specialist home assessments, help you develop effective home-working policies and support you throughout your transition to home-working.



Products

Home-workers should be provided with adjustable equipment that encourages them to work in a suitable position. While laptops are usually the go-to option for home-workers because they're easily transportable, they are not designed for healthy working positions. We recommend investing in mobile device accessories that improve your positioning.

We can supply everything needed to build an ergonomic home workstation - from desks and chairs, to storage and accessories.



To find out more, please visit [posturite.co.uk](https://www.posturite.co.uk), or contact your account manager

Remote working



Remote working is when staff have the flexibility to change their working environment - whether from home, in the office, from a hotel room, a conference, or on the move.

Thanks to mobile technology, we can now take our work with us wherever we go. For certain roles, this is invaluable. Now we can catch up on emails while we're at conferences, and read documents from practically anywhere. It eases restrictions and makes us a truly 24-hour economy. But, like all aspects of agile working, remote working doesn't come without its challenges.

THE PROBLEM

Although remote working frees us from the confines of the office, it also blurs the boundary between work and home. When does work stop and your personal life begin? How do you switch off from the constant barrage of emails? How does this impact wellbeing? It can be tricky to manage the health, safety and wellbeing of remote employees for the simple fact that their environment is always changing.

THE SOLUTION



Training

E-learning is ideal for remote employees, as it means they don't have to be in the office to carry out training. For remote workers we recommend AssessRite for Homeworkers, our DSE self-assessment tool. Additionally, our stress awareness course FeelRite can help staff members recognise signs of work-related stress and learn how to deal with it. This is especially useful when employees work largely on their own without colleagues or managers around to pick up on warning signs.

For more information visit
[posturite.co.uk](https://www.posturite.co.uk)



Consulting

Our consultants can work with you to draw up a remote working policy that will enable you to better manage your employees, wherever they are. With expert guidance, you can effectively protect the health, safety and wellbeing of your remote workforce.

Products

We supply products that will help support your remote workforce. Remote workers are more likely to use mobile technology like laptops and tablets. Our ergonomic accessories - such as mini keyboards, tablet and laptop stands and wireless mice - can reduce the risk of back pain, neck pain and upper limb disorders. Also popular with remote workers are privacy screens, which can be used in public areas when staff are working on sensitive information.



Travel safety



Agile workers are more likely to move between locations, making travel safety a vital consideration for employers.

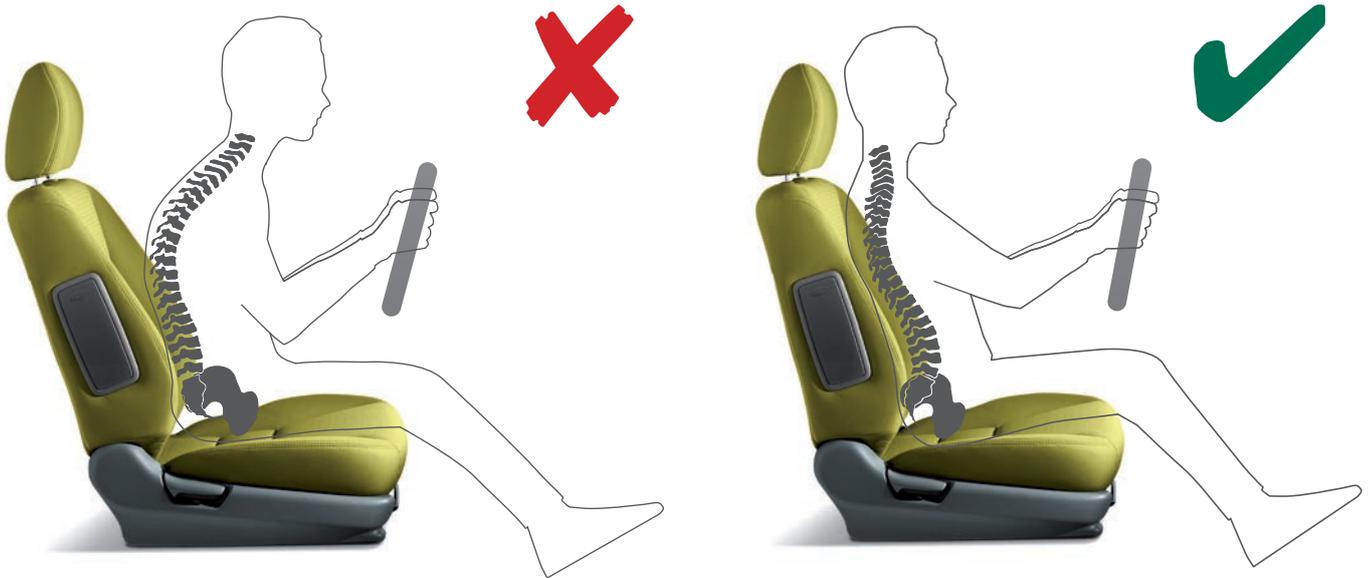


Whether staff are travelling for business, or driving to a client in a nearby city, their safety while in transit is your concern. The Health and Safety at Work Act 1974 requires employers to take appropriate steps to protect staff while they are at work, including travel time - whether in their own car, or a work vehicle.

THE PROBLEM

Statistically, driving is the most dangerous thing most people do at work. In fact, it causes more deaths in the UK than any other work-related accident – at between 800 and 1,000 a year. And it's not just road vehicles that pose a threat. Any type of travel can be dangerous, and it is the employer's duty of care to protect their employees when they're on the move.

To find out more, please visit [posturite.co.uk](https://www.posturite.co.uk), or contact your account manager



THE SOLUTION

Training

Staff who travel to work need to understand the dangers. What are the risks? How can they be reduced? What should you do when there's a problem? Our Travel Safety e-learning course takes users through an interactive journey to help them stay safe on the road. On our website you'll also find additional resources such as webinars and blog posts packed full of expert advice for travelling employees.

Consulting

Travel is a high risk activity, with everything from theft to terrorism posing a potential danger. Organisations should be fully equipped to deal with such eventualities, however remote they may seem. Our consultants can help you draw up and refine travel policies that may include:

- preparing staff for travel
- communications
- personal health
- local travel
- personal security.

Our consultants and assessors can also conduct a range of vehicle assessments to improve ergonomics and reduce the risk of musculoskeletal disorders.

Products

From coccyx cut-outs, to back supports in a variety of designs, we stock plenty of products to make travelling more comfortable. With driving still a major risk factor when it comes to musculoskeletal disorders, it's important that employees have the equipment to travel in comfort.



Space management



Space management is about using office space to foster a safe, healthy, productive environment.

A well-designed office space is sympathetic to the needs of its inhabitants. The spaces we create with our partners Kinetic Workplace Limited (KWL) are not only functional and attractive, but also receptive to the needs of the people who are going to live and work within them.

THE PROBLEM

Offices were traditionally set up to enforce the productivity of workers carrying out administrative tasks. This often translated as closely packed workstations, bland, corporate decor, minimal distractions and close monitoring from managers.

With new research into work performance and productivity, we can see that it pays to invest in pleasant environments for our employees. If staff are comfortable, stimulated and happy in the space they work in - then the chances are, their work is going to be to a higher standard

It's time to break out of old habits and update the way we work for the twenty-first Century.

THE SOLUTION

Work with our specialist project experts to create the perfect healthy, agile office for your employees.

Space analysis and consultation

We will visit your current or new offices to take measurements, meet with you to discuss your requirements and undertake a feasibility study. Then, using the latest CAD and equivalent packages our team will work with you to help maximise the use of available floor space.

For more information visit
posturite.co.uk/projects



Design and build services

We work with you to design office spaces and take care of all practical aspects of the project to agreed timescales and budgets.

Project and site management

We take care of communication with suppliers, effectively manage resources, ensure legislative obligations are met and keep to timescales.

Furniture services

Our seating consultants source appropriate office furniture using our strong connections in the industry. We can even develop bespoke furniture to fit your needs exactly. Installation is then taken care of swiftly, with minimal disruption to your business.

posturite.co.uk/projects



Conclusion

We're now more connected and more enlightened than ever. This means that — as long as we can utilise the tools at our disposal and adapt our health and safety policies appropriately, agile working should become the new norm.

Let's work together to build a healthy agile working culture.

Find us on



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