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SIRO Clinpharm introduces hybrid working model

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#Siroflexiwork will help employees achieve a better work-life balance



SIRO Clinpharm has announced the introduction of a Flexiwork policy for its employees, which would enable them to work within a hybrid environment and enjoy a healthier work-life balance.

SIRO decided to implement a hybrid working policy to create a thought-leader model of flexible working, which allows employees to work from their agreed-upon base location, with robust monitoring mechanisms, and a mandate to attend certain days in the office each month to facilitate team meetings and inter-departmental coordination.

Currently, the company has launched a three-month pilot to test the implementation of the policy which will then be improved and extended based on the feedback and observation from employees and senior stakeholders.

After a thorough analysis and discussion, a minimum of four days of attendance a month for each employee has been mandated. In addition, team meetings and review meetings will be conducted regularly to ensure the connection is maintained between departments and deliverables are met.

As a measure to ensure discipline and a strong framework, the organisation created a web-based calendar system that enables vertical business leads or managers, to plan meetings at the start of the month in the ‘SIRO monthly calendar’ and circulate it to all team members to prepare them for the days they are expected in the office. Each meeting is clearly defined with purpose and objectives and can be customised monthly based on business needs and requirements. . A provision for need-based meetings and reviews have been made a part of the Flexiwork policy.

In addition to the monthly calendar, the company will also maintain a strong mechanism to ensure productivity in the flexible work model by mandating the filing of weekly timesheets, regular catch-up meetings and frequent performance reviews.