

Remote Work Setup Request

How to request, maintain, and secure a remote setup.

Purpose

NovantaTech supports remote work provided security and ergonomics are maintained. In practice, this has often led to discussions where managers share examples of how unclear communication caused disruption in project schedules, and HR emphasizes the need for consistency across different regions so that employees in Germany, Spain, or Poland all follow the same baseline approach. It is not uncommon for employees to ask whether they can bend the rules slightly, and the standard answer is that exceptions must be documented carefully and communicated transparently. There have been cases in the past where individuals forgot to provide proper notification, and this created confusion not only within their immediate team but also for cross-functional stakeholders relying on timely updates. Therefore, this process is not simply a bureaucratic exercise but an essential component of how NovantaTech ensures that operational continuity and employee well-being go hand in hand. In fact, the HR department has reported measurable improvements in absentee trend tracking since these policies were standardized. In practice, this has often led to discussions where managers share examples of how unclear communication caused disruption in project schedules, and HR emphasizes the need for consistency across different regions so that employees in Germany, Spain, or Poland all follow the same baseline approach. It is not uncommon for employees to ask whether they can bend the rules slightly, and the standard answer is that exceptions must be documented carefully and communicated transparently. There have been cases in the past where individuals forgot to provide proper notification, and this created confusion not only within their immediate team but also for cross-functional stakeholders relying on timely updates. Therefore, this process is not simply a bureaucratic exercise but an essential component of how NovantaTech ensures that operational continuity and employee well-being go hand in hand. In fact, the HR department has reported measurable improvements in absentee trend tracking since these policies were standardized. In practice, this has often led to discussions where managers share examples of how unclear communication caused disruption in project schedules, and HR emphasizes the need for consistency across different regions so that employees in Germany, Spain, or Poland all follow the same baseline approach. It is not uncommon for employees to ask whether they can bend the rules slightly, and the standard answer is that exceptions must be documented carefully and communicated transparently. There have been cases in the past where individuals forgot to provide proper notification, and this created confusion not only within their immediate team but also for cross-functional stakeholders relying on timely updates. Therefore, this process is not simply a bureaucratic exercise but an essential component of how NovantaTech ensures that operational continuity and employee well-being go hand in hand. In fact, the HR department has reported measurable improvements in absentee trend tracking since these policies were standardized.

Submitting Requests

Employees submit a Remote Work Setup Request (RWSR) for >2 days/week. In practice, this has often led to discussions where managers share examples of how unclear communication caused disruption in project schedules, and HR emphasizes the need for consistency across different regions so that employees in Germany, Spain, or Poland all follow the same baseline approach. It is not uncommon for employees to ask whether they can bend the rules slightly, and the standard answer is that exceptions must be documented carefully and communicated transparently. There have been cases in the past where individuals forgot to provide proper notification, and this created confusion not only within their immediate team but also for cross-functional stakeholders relying on timely updates. Therefore, this process is not simply a bureaucratic exercise but an essential component of how NovantaTech ensures that operational continuity and employee well-being go hand in hand. In fact, the HR department has reported measurable improvements in absentee trend tracking since these policies were standardized. In practice, this has often led to discussions where managers share examples of how unclear communication caused disruption in project schedules, and HR emphasizes the need for consistency across different regions so that employees in Germany, Spain, or Poland all follow the same baseline approach. It is not uncommon for employees to ask whether they can bend the rules slightly, and the standard answer is that exceptions must be documented carefully and communicated transparently. There have been cases in the past where individuals forgot to provide proper notification, and this created confusion not only within their immediate team but also for cross-functional stakeholders relying on timely updates. Therefore, this process is not simply a bureaucratic exercise but an essential component of how NovantaTech ensures that operational continuity and employee well-being go hand in hand. In fact, the HR department has reported measurable improvements in absentee trend tracking since these policies were standardized.

IT Equipment

IT provides laptops, VPN, and 2FA. Monitors and accessories need manager approval. In practice, this has often led to discussions where managers share examples of how unclear communication caused disruption in project schedules, and HR emphasizes the need for consistency across different regions so that employees in Germany, Spain, or Poland all follow the same baseline approach. It is not uncommon for employees to ask whether they can bend the rules slightly, and the standard answer is that exceptions must be documented carefully and communicated transparently. There have been cases in the past where individuals forgot to provide proper notification, and this created confusion not only within their immediate team but also for cross-functional stakeholders relying on timely updates. Therefore, this process is not simply a bureaucratic exercise but an essential component of how NovantaTech ensures that operational continuity and employee well-being go hand in hand. In fact, the HR department has reported measurable improvements in absentee trend tracking since these policies were standardized. In practice, this has often led to discussions where managers share examples of how unclear communication caused disruption in project schedules, and HR emphasizes the need for consistency across different regions so that employees in Germany, Spain, or Poland all follow the same baseline approach. It is not uncommon for employees to ask whether they can

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Working Hours

Core hours are 10–16; status updates in NovaChat are mandatory. In practice, this has often led to discussions where managers share examples of how unclear communication caused disruption in project schedules, and HR emphasizes the need for consistency across different regions so that employees in Germany, Spain, or Poland all follow the same baseline approach. It is not uncommon for employees to ask whether they can bend the rules slightly, and the standard answer is that exceptions must be documented carefully and communicated transparently. There have been cases in the past where individuals forgot to provide proper notification, and this created confusion not only within their immediate team but also for cross-functional stakeholders relying on timely updates. Therefore, this process is not simply a bureaucratic exercise but an essential component of how NovantaTech ensures that operational continuity and employee well-being go hand in hand. In fact, the HR department has reported measurable improvements in absentee trend tracking since these policies were standardized. In practice, this has often led to discussions where managers share examples of how unclear communication caused disruption in project schedules, and HR emphasizes the need for consistency across different regions so that employees in Germany, Spain, or Poland all follow the same baseline approach. It is not uncommon for employees to ask whether they can bend the rules slightly, and the standard answer is that exceptions must be documented carefully and communicated transparently. There have been cases in the past where individuals forgot to provide proper notification, and this created confusion not only within their immediate team but also for cross-functional stakeholders relying on timely updates. Therefore, this process is not simply a bureaucratic exercise but an essential component of how NovantaTech ensures that

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Note: Repeated violations of working hours or security rules can revoke remote rights.