

Work from home country/a foreign country Policy

Policy aims	<p>Biz group, being a home of expats, recognises the value of being able to spend extended periods in your home country to see family but also to escape the heat of the Dubai summer.</p> <p>This policy aims to support Bizzers with achieving this whilst balancing the operational needs of the business. For example, we anticipate this policy may benefit Bizzers and Biz by breaking up periods of extended holiday.</p>
Maximum duration	<p>This will be at the discretion of the line manager but will typically be up to a maximum of 10 working days.</p>
Application process	<p>Bizzers must email their line manager to request to work from another country. In making their request they must answer the questions set out below:</p> <ul style="list-style-type: none">• Where do you wish to work?• What are the dates you are requesting?• What is the time difference?• What is the technical set up/internet connectivity you have available?• How will you fulfil the requirements of your role during the period of remote work?• What potential challenges do you envisage and how do you propose you overcome these? <p>Your line manager will meet with you to discuss your request if they have any questions.</p> <p>Please ensure you provide sufficient notice so your request and its viability can be properly considered.</p> <p>Approval will be subject to the line manager being satisfied that your role and the operational demands can be fulfilled based on the information you provide.</p>
Restrictions	<p>Requests will only be accepted from Bizzers whose performance meets the expectations of their role. This will be deemed by having up-to-date responsibilities and goals on Insights and their performance record being 'on track' or 'ahead'.</p> <p>If it is deemed that a Bizzers performance does not meet expectations whilst working from another country, they will be spoken to about this. Where this situation arises, future requests from the individual to work from another country are unlikely to be approved.</p>
Liability	<p>Bizzers are solely responsible for any tax implications which may arise from them working remotely from another country.</p>

