10 REMOTE WORK GUIDELINES:

1. Eligibility

First, companies need to determine what positions are eligible to work remotely, and state them in their policy. By analyzing their work and operating model, companies can decide which positions can and should be done out of the office, Gartner analyst Carol Ronwell said. She used herself as an example: "If I'm on the phone with you right now, doesn't matter where I'm phoning from, doesn't matter where you phoned me, right?" Some companies, however, may not have any jobs that can be conducted remotely. Companies without remote-compliant positions should state that from the beginning, eliminating any future requests or inquiries about remote work.

2. Availability

If a company does allow remote work, then availability expectations should be outlined in the policy. Whether it's instating a blanket 9 a.m. to 5 p.m. work requirement, or letting employees to set their own schedules, either should be put in a policy, said Castanon-Martinez.

Setting schedule requirements from the start eliminates any possible frustration between employees based on time. If one employee is allowed to make their own schedule, but another is given set hours, that can create an unfair atmosphere.

3. Responsiveness

Castanon-Martinez also recommended implementing a specific rule on response time. Define whether or not a remote employee is expected to respond to a coworker immediately, and also specify what modes of communication should be used, he said. Organizing expectations around communication creates a healthy relationship between employees and supervisors—no one will have concerns about productivity expectations or be left in the dark.

SEE: IT pro's road map to working remotely (TechRepublic download)

4. Productivity measurements

Speaking of productivity, remote work policies should specify how an employee's productivity will be measured. Productivity can be measured in a number of ways, whether it be on the time spent on the project, number of cases resolved, amount of client interactions, and more, companies need to determine how they want to evaluate their employees.

"The key thing is to make sure that you can measure outcomes of work, as opposed to something like the number of hours," Rozwell said. "So, if you can measure the outcomes after somebody performs the work remotely, and you got the desired result, then that's a better situation than trying to measure people on number of hours."

Equipment

Remote workers need the right tools to complete their work. Therefore, companies need to state what equipment they are willing to offer to these employees. If they expect employees to provide their own computers, for example, then they need to specify that. "Some organizations require you to have an internet service that meets a certain speed requirement," said Roswell. It's important that prospective remote workers are aware of the technological expectations up front so they know if they can meet them.

6. Tech support

Along with equipment, companies need to specify if any tech support is offered to remote workers. Almost all major companies have on-site technology support, but not remote. Outline in the policy what remote employees are expected to do when having technical difficulties, that way there is a plan of action.

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