



### What have they achieved?

WSP recognise that clear and open communication is key to successful agile working and since 2017, a number of staff in the Sydney office have taken up agile working opportunities. Allowing staff the option to work flexibly has been successful due to the clear guidelines established around communication with line managers and has helped WSP attract, develop and retain the best professionals in their field, which is one of their guiding principles. Staff have responded positively to the option of being able to work in a way that fits their day-to-day needs, while still meeting business requirements and developing trust and autonomy in their work and career.

### About the Company:

Industry:  
**Engineering/Consulting**

Number of staff:  
**600+**

Location:  
**680 George Street,  
Sydney NSW 2000**

Acknowledging the changing nature of workplaces by introducing agile working has been successful for both staff and WSP's business operations.

### Overview:

WSP has been engaged with the Travel Choices program since 2015, throughout the transport upgrades occurring across the CBD. WSP understands that the nature of workplaces has evolved and recognises the value that remote working arrangements add to businesses. Staff at WSP now benefit from flexible working arrangements.

### Best practice:

Throughout their engagement with Travel Choices, WSP have implemented flexible working. This means staff can work remotely, travel outside of peak times and use their time most efficiently.

### How did they do it?

WSP rolled out agile working to all staff in 2017. They determined the best method of flexible working is for staff to agree to flexible and remote working arrangements directly with line managers to find an arrangement that works for the individual, team and business.

Staff and line managers catch up on a regular basis to confirm whether the arrangement is continuing to be successful for both staff and the operation of the business.

WSP, in collaboration with the Travel Choices team, distribute current transport network updates, to ensure staff are aware of any changes to transport networks to enable staff to plan their most appropriate and efficient journey (whether it be retiming their journey or working remotely).