

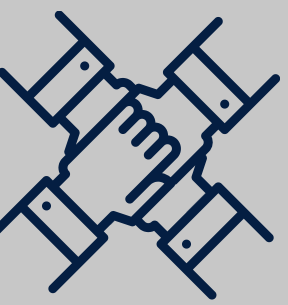
Is remote working, working?

July 2023

Employer findings



Productivity has largely remained unchanged from 2019, with marginal more experiencing an improvement



Employers are reluctant to further increase levels of remote working due to the the potential risk to collaboration, teamwork & innovation

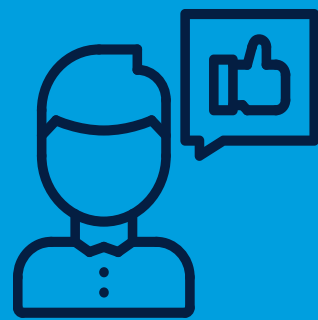
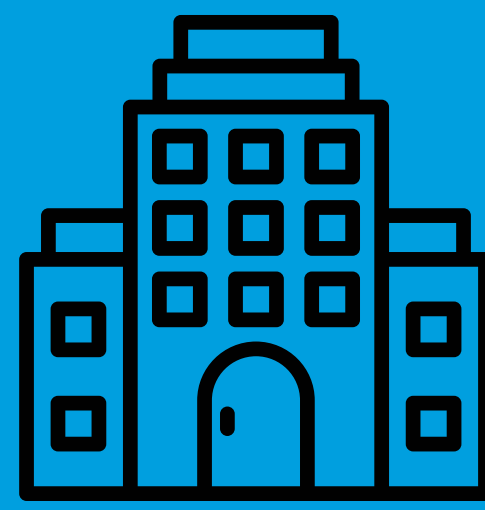


Managing staff in this new environment has raised several issues & managers are having to develop new approaches



Mentoring & training of staff has been negatively impacted

Employee findings



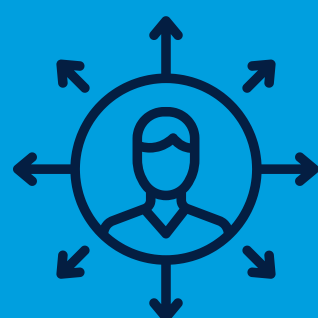
80% of employees are satisfied with their current working arrangements which are most typically working remotely 2-3 days



Employees strongly believe they are more productive when working remotely



Remote working has improved staff well-being through a better work-life balance and reduced commuting time



Challenges continue to exist around the 'always on' culture, distractions at home & access to resources & information

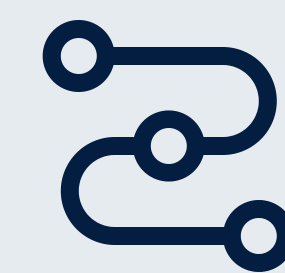
Wider implications



32% of employees indicated they were spending less on the high street compared to pre-pandemic



Hybrid working, compared to fully remote, has narrowed the geographic scope of new recruits however may still support a wider national pool of applicants



Remote working was identified as a tool to re-engage the economically inactive however it may be more appropriate as a tool to prevent employees exiting the labour market

Management practices

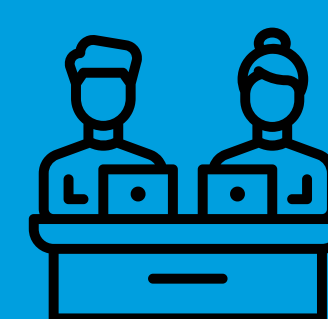
Many line managers have been left to 'figure out' how best to manage staff, meet their needs and continue to deliver high quality outputs in this new working environment. Some challenges include:



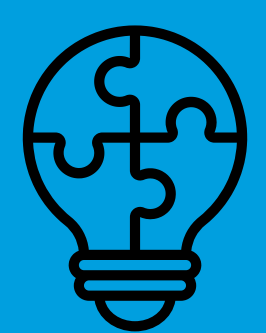
Maintaining standards and managing staff performance



On-boarding new staff and mentoring less experienced staff



Building a team & company culture through a sense of place, purpose & values



Facilitating collaboration & innovation to drive productivity