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Our Ways of Working 2021/2022 - Beyond the Pandemic

Employee Survey

Client: EFDC

Date: 12th April – 11th May 2021

Sample: 292

Demographic: Employees at EFDC

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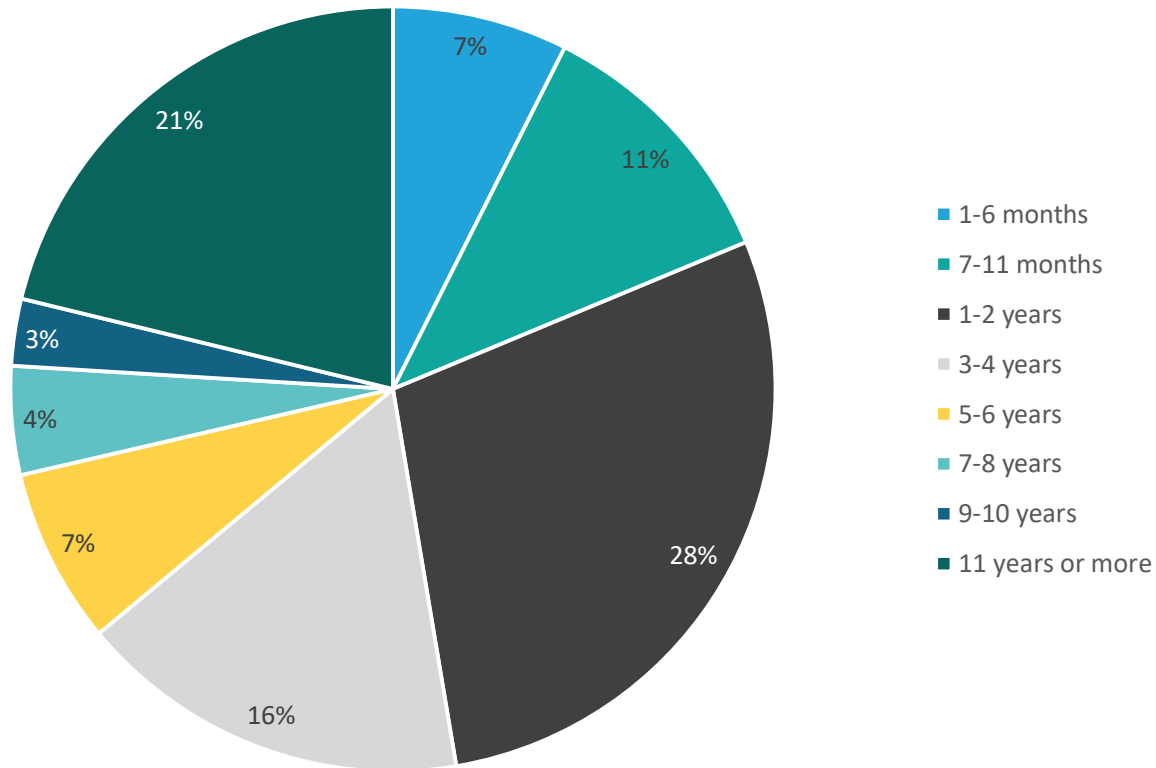
Employees

- Over three quarters (76%) have been **working from home most of the time** since the pandemic started in March 2020
 - A fifth (20%) have been working in a **hybrid** way
 - 4% have been working from the **office/depot location all of the time** during the pandemic
 - And 1% have a job where they **must be on site**, so can't work from home
- 68% of employees who answered the survey are **female**
 - 28% are **male**
- A fifth (20%) are aged between **18-34**
- 47% are aged between **35-54**
- A third (33%) are **55 or above**
- Over three quarters (76%) are **individual contributors**
 - 16% are **managers of individual contributors**
 - 6% are **managers of other managers**
 - And 1% are **Executive Team Members**



Question:

How long have you been in your current role?



Employee Survey

Insight

- Over a fifth (21%) have been in their role **11 months or less**
- 44% have been there **1-4 years**
- 14% have been there **5-10 years**
- And 21% have been there **11 years or more**





Arrangement

- On average, employees surveyed work **35.4 hours** per week
 - 22% work **up to 35 hours**
 - Three fifths (60%) work between **36-40 hours**
 - And 17% work **41 hours or more**
- On average, employees surveyed work **4.7 days** per week
 - Over four fifths (81%) work **5 days**
- Two thirds (66%) are **currently living** with a **partner/spouse**
 - 11% live on **their own**
 - 6% live with **parents**
 - 10% have **another living arrangement**

Of those that are not single occupants (n=260):

- 46% have a **dependent** currently living with them

Working from Home

Of those that have been working from home during the pandemic (n=279):

- Over three quarters (77%) **started** working from home in **March 2020**
 - 12% started working from home between **April 2020 and July 2020**
 - 11% started working from home between **August 2020 and March 2021**
- On average, respondents currently spend **78.9%** of their working time **working from home**
 - 10% spend **under 40%**
 - 15% spend **41-80%**
 - Three quarters (75%) spend **81-100%**

Of those that can work from home AND are not single occupants (n=258):

- 12% say **more than one other** in their house will also **work from home**, going forward
 - 37% say **one other** in their house will
 - 40% say **no one** in their house will





Factors

Of those that can work from home/remotely (n=290):

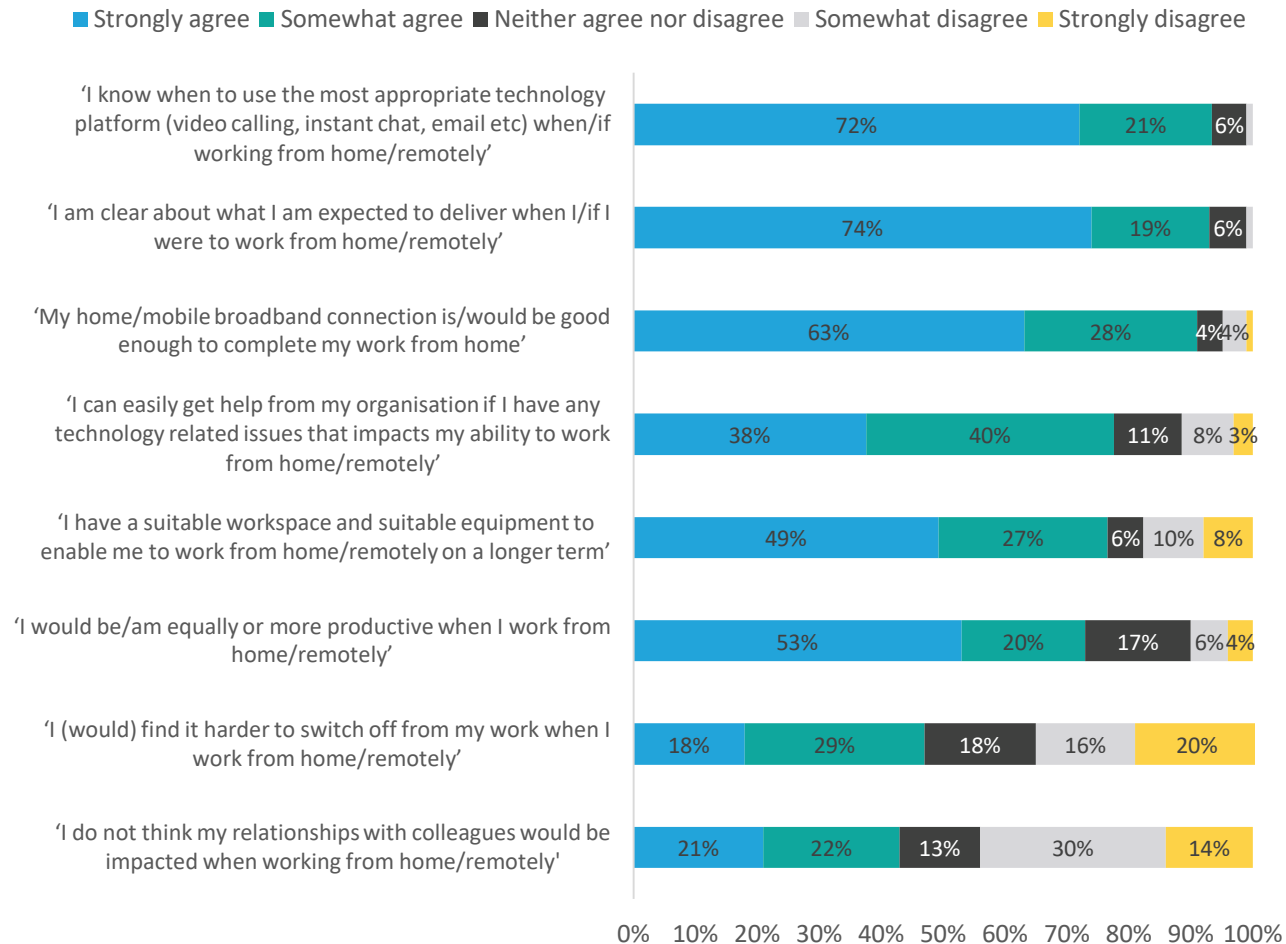
- Two fifths (40%) have a **dedicated room** in the house to work
 - 27% have a **dedicated space**
 - 2% have **separate building**
- 24% **do not have** a dedicated space

- In the **future**, respondents would **like to work from home/remotely 66.1%** of their working time on average
 - 19% want to do **under 40%**
 - 36% want to do **41-80%**
 - 45% want to do **81-100%**

- 73% **agree** that **working from home** is a **positive experience**
 - 44% **strongly agree**
- 15% **disagree** that it is a **positive experience**
 - 6% **strongly disagree**

Question:

To what extent do you agree or disagree with the following statement? ' _____ '



Insight

Of those that can work from home/remotely (n=290):

- 93% **agree** that they **know when** to use the most **appropriate technology** when/if working from home/remotely
 - Another 93% **agree** that they are **clear** about what they are **expected to deliver** when//if they were to work from home/remotely
- 91% **agree** that their **home/mobile broadband connection** is/would be good enough to complete their work from home

Flexibility

- 86% of employees surveyed said that within their **current contracted hours**, they feel as though they can be **flexible in their role**
- Over four fifths (82%) **agree** that having a **flexible working pattern** is **beneficial** to them
 - 63% **strongly agree**
- Just 5% **disagree** that this is beneficial
- Over three quarters (77%) **agree** that they feel their **manager** has **supported them** in understanding **how** they can **adopt flexibility** into their **working day**
 - 57% **strongly agree**
- Just 5% **disagree** that their manager has supported them

Of those that have been working from home during the pandemic (n=279):

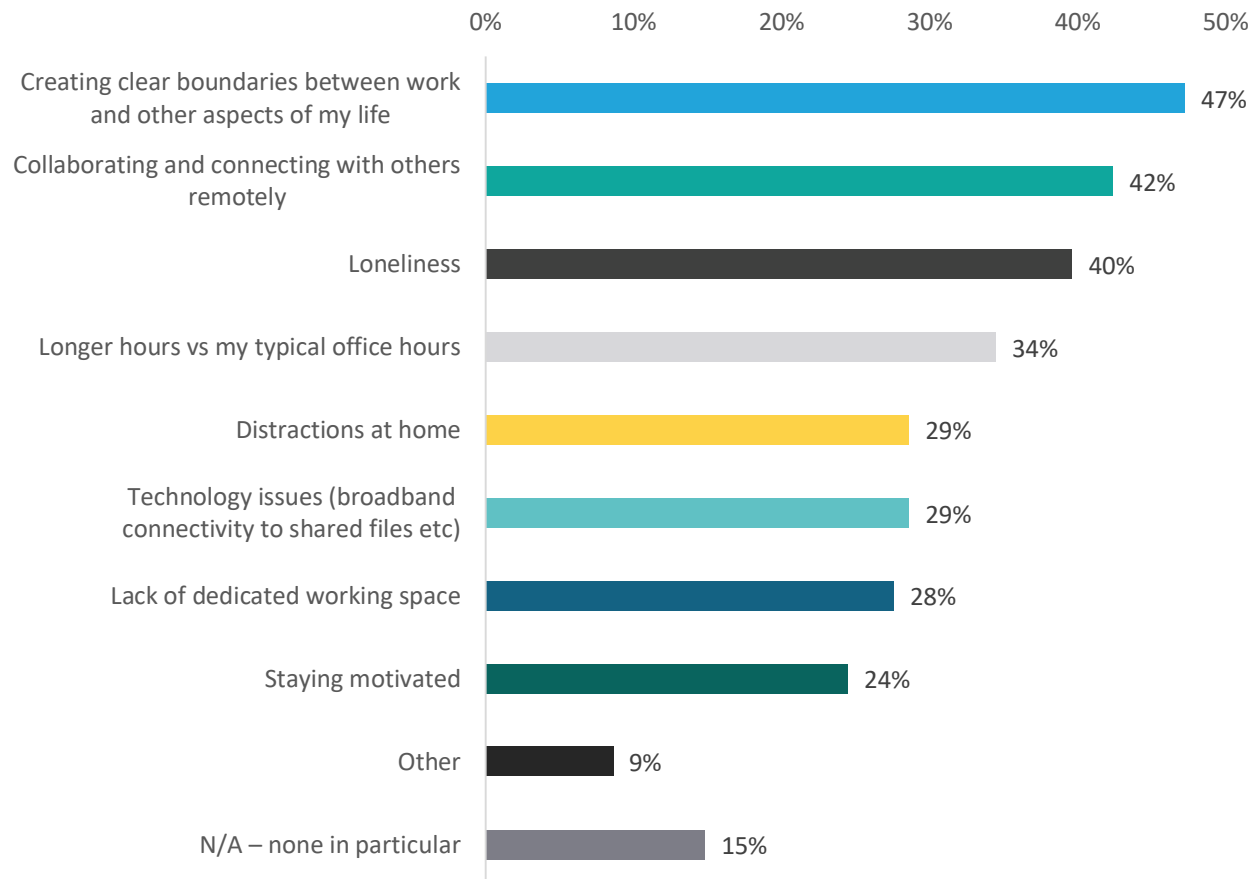
- Over half (52%) **agree** that they feel **more isolated** since they **started to work from home**
 - 19% **strongly agree**
- 29% **disagree** that they feel isolated

Employee Survey



Question:

What do you think are the biggest challenges of working from home/remotely? Tick all that apply



Insight

Of those that can work from home/remotely (n=290):

- Top 3 **challenges** of **working from home/remotely** are:
 - Creating clear boundaries between work and other aspects of their life (47%)
 - Collaborating and connecting with others remotely (42%)
 - Loneliness (40%)



Benefits

- **Benefits** of working in a more **effective, flexible way** from **home/remotely** are:
 1. No commute (80%)
 2. Flexibility (78%)
 3. Productivity (57%)
 4. Reduced costs (56%)
 5. Time with family (48%)
 6. Improved health (34%)
- 37% are **interested** in the **flexibility of their contract**, this would:
 - Enable them to work their hours in **any combination** over a **7-day period**
 - Offer them their flexibility to work over a **weekend**, should that suit their individual needs
- 39% are **not interested** in doing this
- And 23% are **not sure**

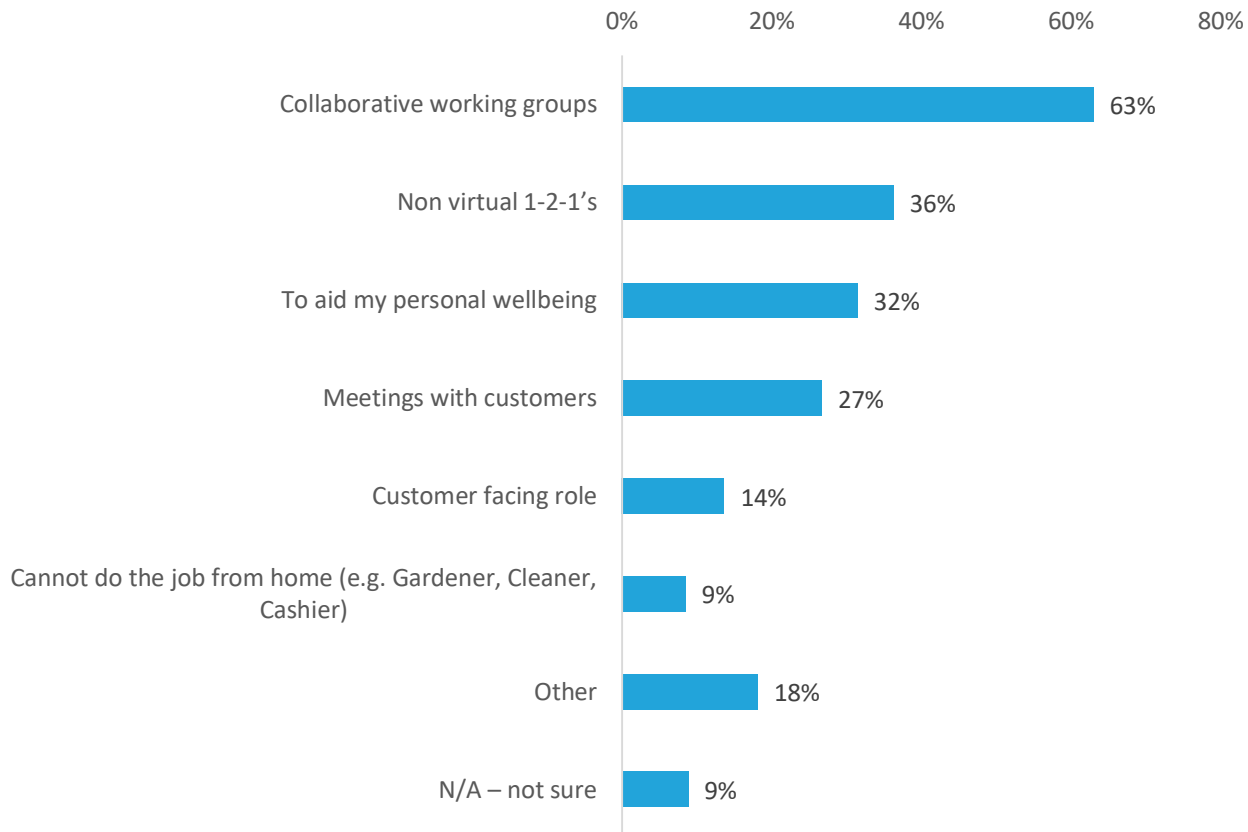
Travel Plan

- 88% **most frequently** used a car to get to work (prior to the Covid-19 pandemic)
 - 8% **walked**
 - 5% took the **tube**
 - 13% used **alternative transport means**
- 82% said their **preferred way(s) to travel to work** would be the **car**
- **This was followed by:**
 - Walking (11%)
 - Parking offsite with the option to use a cycle or walk for the last mile (10%)
 - Car Share (9%)
- 20% **anticipate** they might utilise **car sharing** as a mode of **sustainable and active travel** to travel to EFDC office
 - 14% may use the **bus**
 - 13% may use the **tube**
 - 10% may **walk**



Question:

Working with effective flexibility, what do you anticipate may be the main reasons for travelling into the Civic Offices in the future? Tick all that apply



Insight

- Main **reasons why** employees may anticipate they need to **travel into the Civic Offices** in the future are:
 1. For collaborative working groups (63%)
 2. For non virtual 1-2-1's (36%)
 3. To aid their personal wellbeing (32%)





Routes

- 12% said they would **make use** of the option to travel to the Civic Office for work via the **DaRT87 route**
 - 17% **would not** make use of this option
- 28% would be **interested** in finding out **more information** about **car sharing commutes** if they need to travel to the Civic Office for work
 - 5% would be **very interested**
- 25% are **not particularly** interested
- And 47% are **not at all** interested

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Any questions?

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