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**Creating Our Tomorrow – Our Ways of Working for the  
Future 2022 and Beyond**

**Employee Survey 2022**

**Client:** EFDC

**Date:** 1<sup>st</sup> June to 12<sup>th</sup> July 2022

**Sample:** 410

**Demographic:** Employees at EFDC

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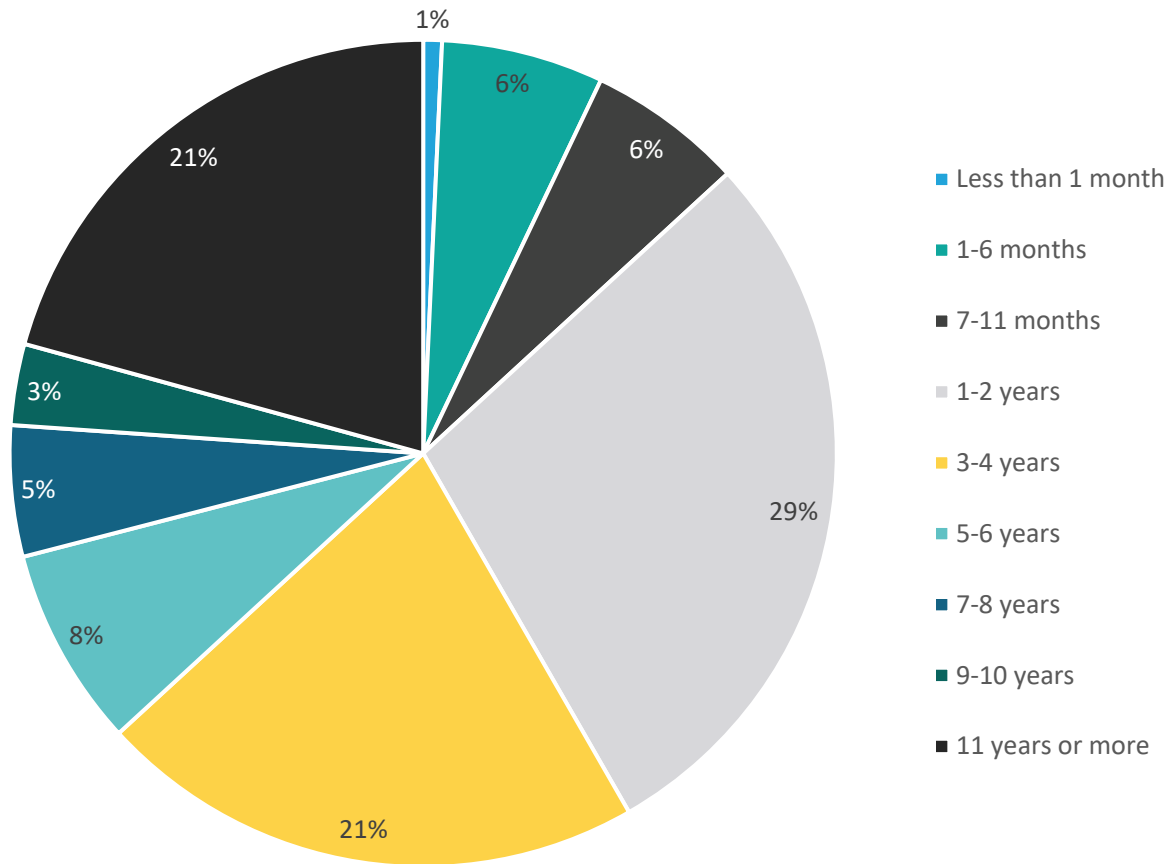
# Employees

- At the moment, over half (53%) **work from home or remotely most of the time**
  - Almost two fifths (39%) have been working in a **hybrid** way
  - 4% have been working from the **office/'workplace' all of the time**
  - And 4% have a job where they **must be on site**, so can't work from home
- 65% of employees who answered the survey identify as **female**
  - 32% identify as **male**
- Almost a fifth (19%) are aged between **18-34**
  - 45% are aged between **35-54**
  - 36% are **55 or above**
- Over three quarters (78%) are **individual contributors**
  - 15% are **managers** of **individual contributors**
  - 4% are **managers** of **other managers**
  - And 2% are **Executive Team Members**



## Question:

# How long have you been in your current role?



Employee Survey 2022

## Insight

- 13% have been in their role **11 months or less**
  - Half (50%) have been there **1-4 years**
  - 16% have been there **5-10 years**
  - And 21% have been there **11 years or more**







# Arrangement

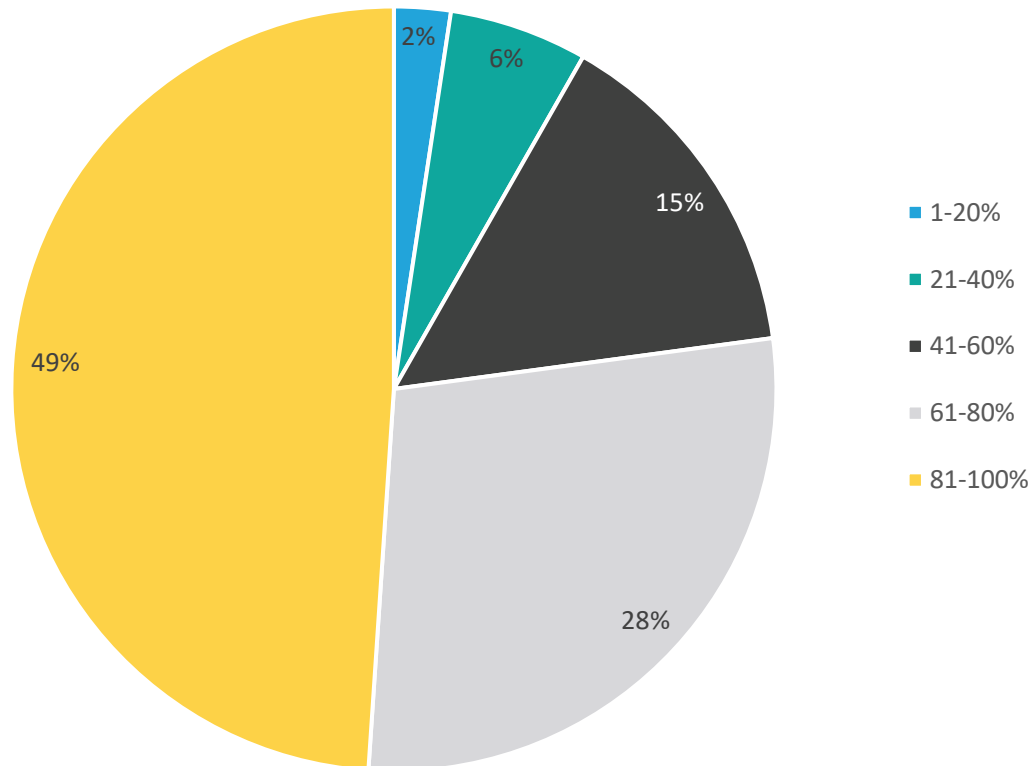
- On average, employees surveyed work **35.2 hours** per week
  - 23% work **up to 35 hours**
  - 64% work between **36-40 hours**
  - And 13% work **41 hours or more**
- On average, employees surveyed work **4.7 days** per week
  - Over three quarters (77%) work **5 days**
- Two thirds (67%) are **currently living** with a **partner/spouse**
  - 11% live on **their own**
  - 7% live with **parents**
  - 6% have **another living arrangement**

## Of those that can work from home/remotely (n=394):

- 46% have a **dedicated room** in the house to work
  - 26% have a **dedicated space**
  - 5% have **separate building**
- 18% **do not have** a dedicated space

## Question:

**Approximately, how much of the time do you spend working from home/remotely per week, currently?**



## Insight

**Of those that are currently working from home (n=376):**

- On average, respondents currently spend **73.6%** of their working time **working from home**

# Flexibility

- Over four fifths (81%) of employees surveyed said that within their **current contracted hours**, they feel as though they can be **flexible in their role**
- 86% **agree** that having a **flexible working pattern** is **beneficial** to them
  - 66% **strongly agree**
- Just 4% **disagree** that this is beneficial
- 79% **agree** that they feel their **manager** has **supported them** in understanding **how** they can **adopt flexibility** into their **working day**
  - 57% **strongly agree**
- Just 6% **disagree** that their manager has supported them

## Of those that can work from home/remotely (n=394):

- Over three fifths (61%) said their **preferred work pattern** is to work in a **hybrid way**
  - 35% would want to **work from home** or remotely full time
  - Just 4% would want to work from the **office/'workplace'** full time



# Hybrid

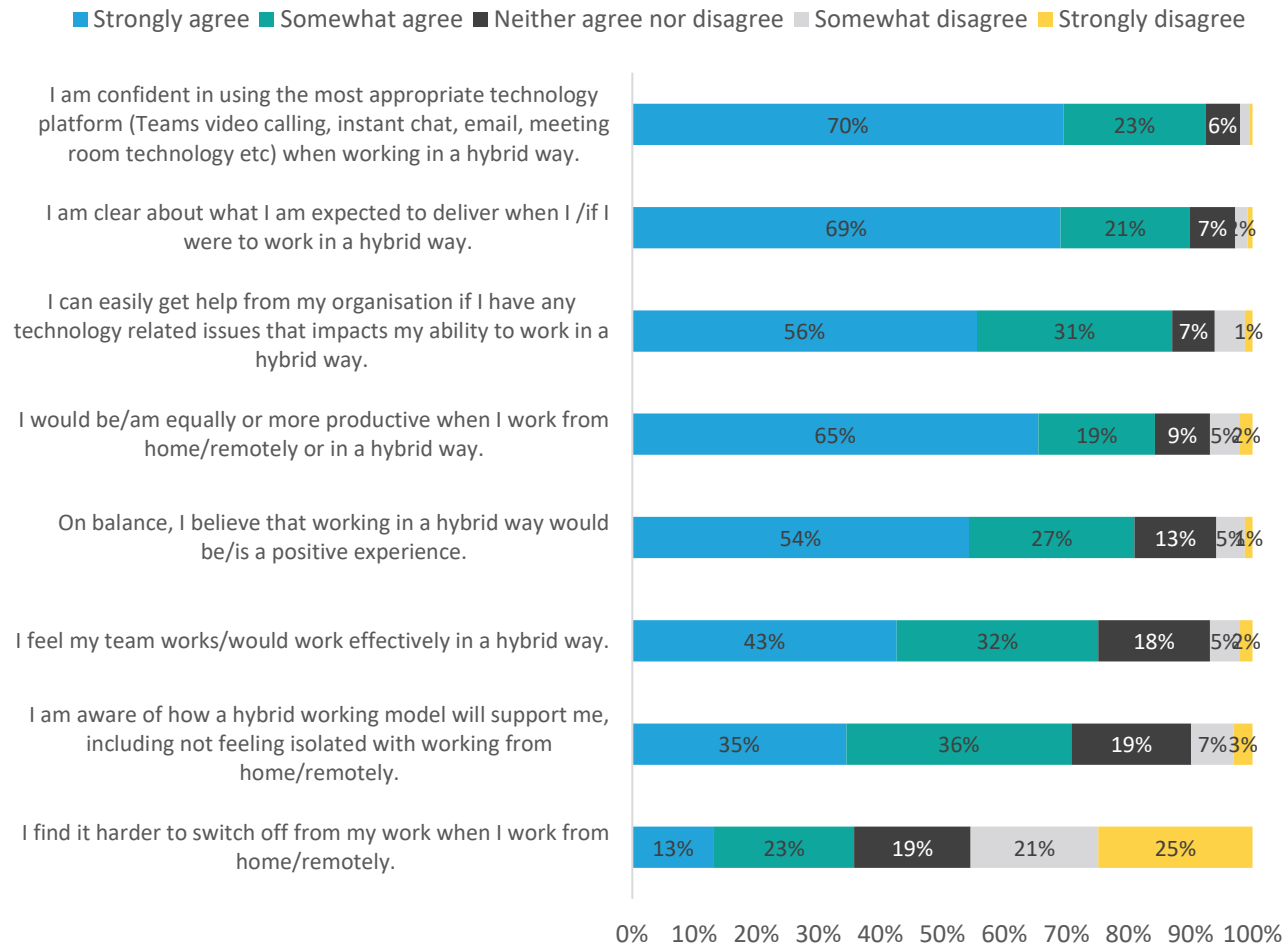
## Of those that can work from home/remotely (n=394):

- Employees would **like to (continue to) work from home/remotely 70.6%** of their working time on average
  - 11% want to do **under 40%**
  - 44% want to do **41-80%**
  - 44% want to do **81-100%**
- Over four fifths (82%) feel **connected** to their **colleagues/team** when working in a hybrid way
  - 29% feel **very connected**
- 15% **do not** feel very connected
- And 3% do not feel connected at all
- Over two thirds (68%) said their manager has **had a conversation** with them about how **hybrid** working could work for them, their role and the team
  - 32% said their manager hasn't yet done this



## Question:

# To what extent do you agree or disagree with the following statement? ‘ \_\_\_\_\_ ’



## Insight

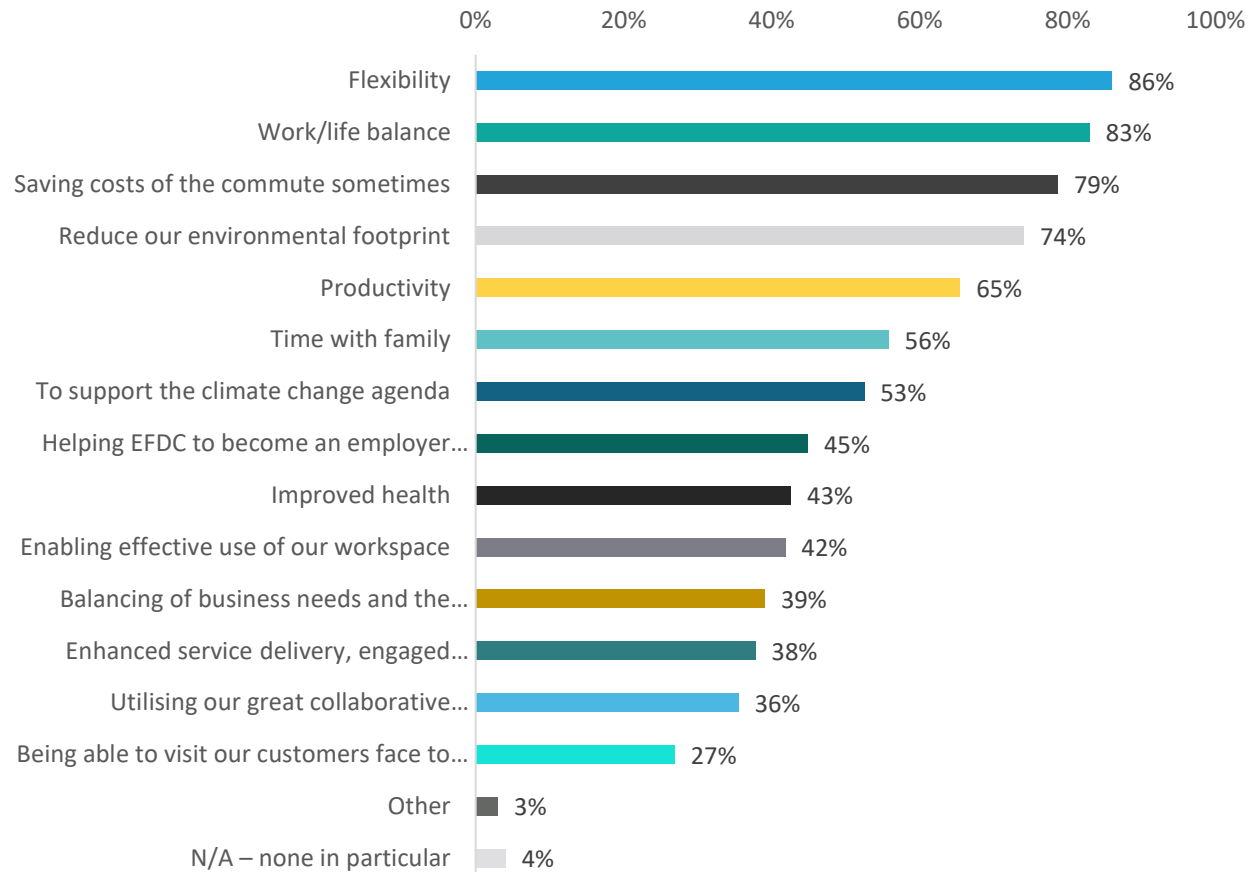
Of those that can work from home/remotely (n=394):

- 92% **agree** that they are **confident** in using the most appropriate technology platform when working in a hybrid way
- 90% **agree** that they are **clear** about what they are **expected to deliver** when//if they were to work in a hybrid way
- 87% **agree** that they can easily **get help** from the organisation if they have any technology related issues that impacts their ability to work in a hybrid way



## Question:

# What do you think are the benefits of working in a hybrid approach moving forward? Tick all that apply



## Insight

Of those that can work from home/remotely (n=394):

- Top 3 **benefits** of **working in a hybrid approach** are:
  - Flexibility (86%)
  - Work/life balance (83%)
  - Saving costs of the commute sometimes (79%)



# Approach

## Of those that can work from home/remotely (n=394):

- 83% feel as though they are **currently working** in a **hybrid** way
  - 55% say they are **very much** doing so
- 15% **do not feel** they are currently working in a hybrid way
  - With 4% feeling they are not working in a hybrid way at all currently
- Top perceived **barriers/issues** to working in a hybrid approach moving forward are:
  1. Isolation (35%)
  2. Equipment (25%)
  3. Training (17%)
- 95% feel **well equipped** to work in line with the hybrid approach and make it possible
  - Over half (51%) feel **very well equipped**
- Just 5% **do not** feel very well equipped

# Support

## Of those that can work from home/remotely (n=394):

- 8% feel they need **extra training/development** in order for the hybrid working approach to be successful
  - 72% **do not** need anything extra
- Over 9 in 10 (92%) feel **supported** by **their manager** in a remote working environment
  - 65% feel **very supported**
  - 5% **do not** feel very supported
  - And 3% do not feel supported at all
- Over 9 in 10 (93%) feel **supported** by **their team** in a remote working environment
  - 61% feel **very supported**
  - 5% **do not** feel very supported
  - And 2% do not feel supported at all
- From a wellbeing perspective, 8% feel they need **additional support** if they were to continue to work from home / remotely longer term
  - 67% **do not** need any additional support







# Location

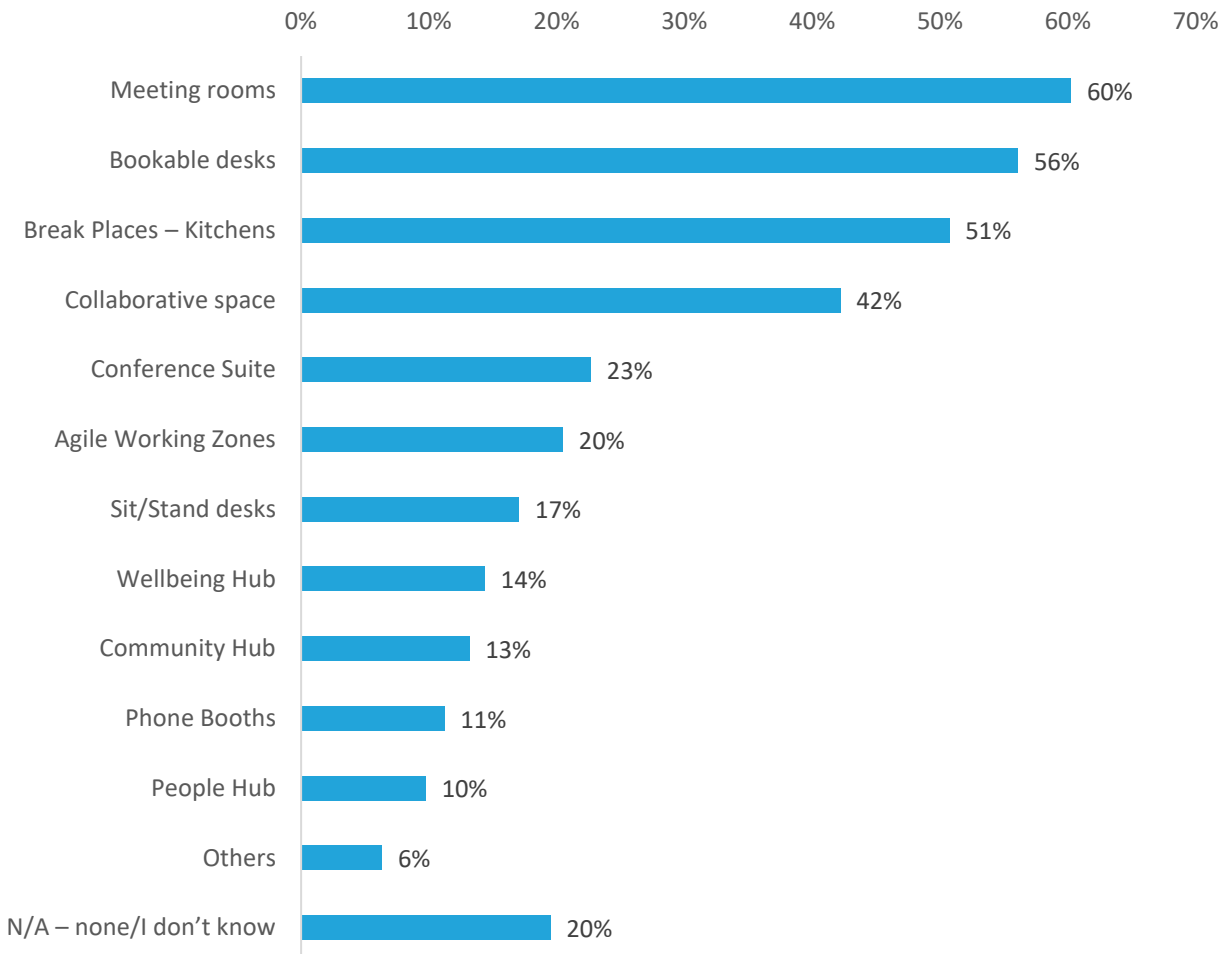
- 5% **always** go into the civic/other office locations
  - 9% go there **most of the time**
  - 54% **sometimes** go
  - 26% go **rarely**
  - 6% **never** go to the civic/other office locations

## Of those that ever go to the civic/other office locations (n=387):

- 57% use **bookable desks**
- **Employees also use:**
  - Meeting rooms (53%)
  - Break Places – Kitchens (43%)
  - Collaborative space (35%)
  - Conference Suite (21%)
- 38% of employees are '**detractors**' and would not recommend their workplace to a friend or family member
  - 23% are '**promoters**' and would recommend it to a friend or family member
  - 39% are '**passives**'

## Question:

# What spaces in the Civic are you likely to use in the future? Tick all that apply

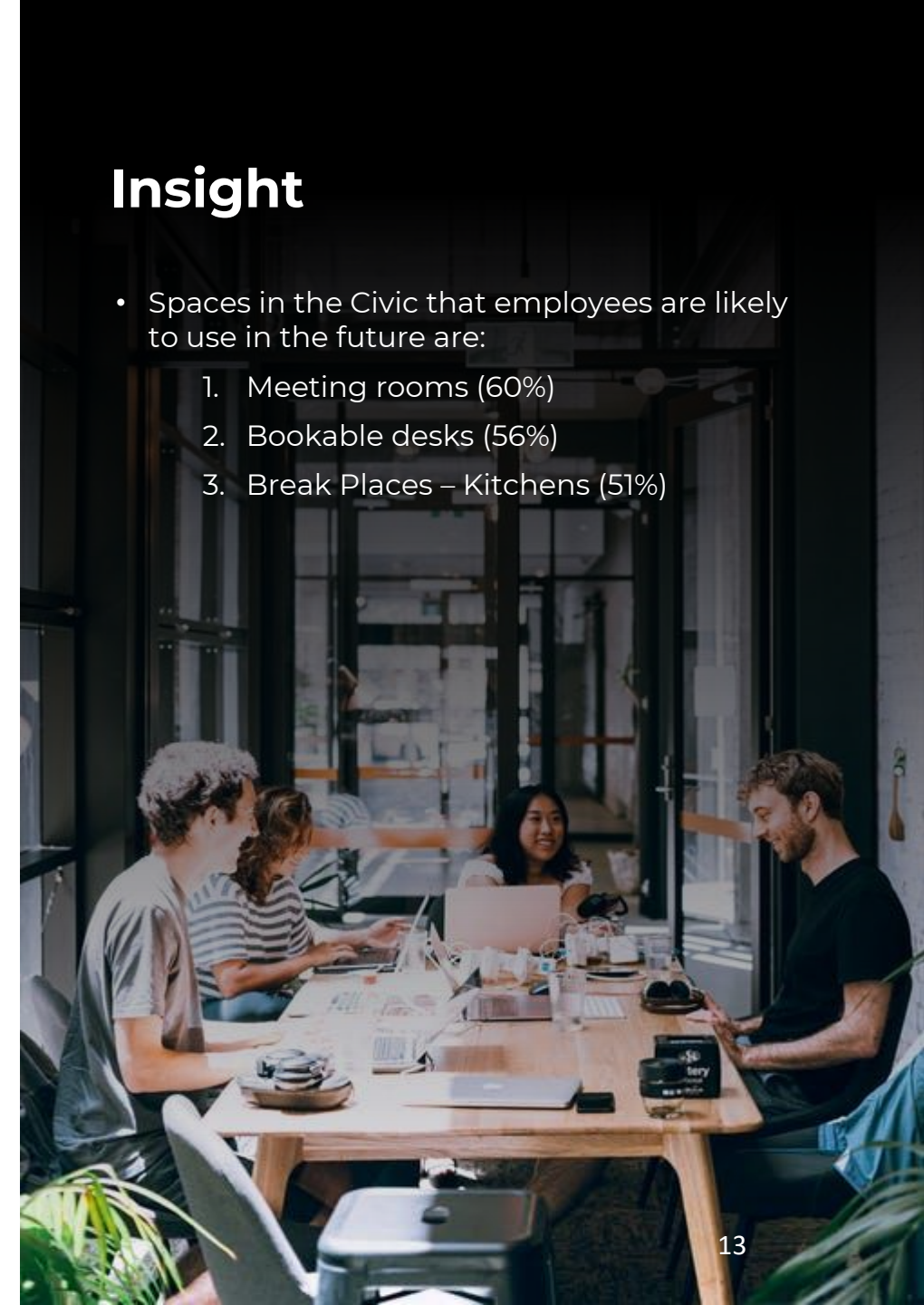


Employee Survey 2022

## Insight

- Spaces in the Civic that employees are likely to use in the future are:

1. Meeting rooms (60%)
2. Bookable desks (56%)
3. Break Places – Kitchens (51%)



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## Any questions?

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