These slides provide a summary of the survey results. For more information, please contact hr-support@admin.ox.ac.uk
Background

• NWW Framework released June 2021

• Implementation delayed in many departments until 2022 due to Covid lockdowns and government advice to work from home

• Pulse survey ran from 22 June 2022 – 5 July 2022

• 1282 responses received (out of c. 6000 Professional Services staff; c. 21% response rate), of which 491 (38%) were line managers
Implementation

• Before March 2020, 71% of respondents were fully on-site

• Now 59% are regular remote; only 10% are fully on-site

• 82% had a different working pattern before March 2020

• 79% said their department/UAS section had fully or partially implemented NWW

• 76% agreed/strongly agreed that decisions were reached through inclusive and open discussions
Individual benefits

Respondents who agreed/strongly agreed that:

• current/new working pattern enables them to meet operational needs = 96%
• their working pattern allows them to balance work and home life = 86%
• NWW helps support their health and wellbeing at work = 82%
• NWW offers new ways to collaborate = 81%
• They engage more with briefings, L&D etc. = 71%
Department/University benefits

• 91% of managers feel new working patterns enable them to meet operational needs

• 82% felt flexible working is a retention benefit

• 67% felt it was a recruitment benefit

• 65% found Teams meetings more efficient and effective

• 60% felt staff were more productive/efficient

• 50% felt staff are better able to engage with training/development
Individual disadvantages

Respondents asked to ‘select all that apply’ and given space to note any ‘other disadvantages’

- No downsides
- Home workspace is physically uncomfortable
- Don’t know what colleagues are working on
- Loss of social side of work
- Less support from line manager
- Harder to work collaboratively
- Worse work-life balance
- Increased costs at home
- Less networking
- More isolated
Departmental/University disadvantages

• 48% felt it is **harder to integrate new staff** into the team/department
• 22% felt **resentment** is growing between those who can and cannot work flexibly
• 19% felt it is **difficult to accommodate** everyone’s **preferred working pattern**
• 12% felt it is **harder to manage teams remotely**
• 5% felt that service levels for staff/students were negatively affected
Impact on Equality, Diversity and Inclusion

Caring responsibilities:

- 73% of those with children under 5 and 64% of those with any type of caring responsibilities found NWW allows them to better fulfil their caring responsibilities

Disabilities and/or long-term health conditions:

- 66% of those with disabilities found their new working pattern enables them to better manage their disabilities/health conditions
What other resources do line managers need?

491 respondents are line managers. Of these:

- 80% agreed that they had “the tools, skills and support to manage a remote/hybrid team”
- Only 7% disagreed
- 9% identified additional resources that they needed, of which:
  - 48% related to training for managers in order to support and manage teams remotely
  - 13% referenced training for employees and teams on how to effectively work remotely
  - 13% suggested equipment was not sufficient