

RETURN TO WORK MEMBERS' SURVEY

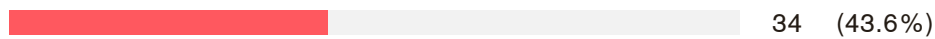
Question 1

“How big is your company?”

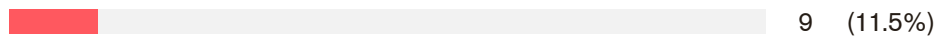
less than 5



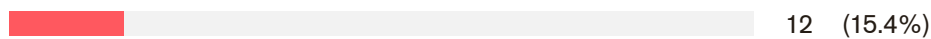
5-15 people



30- 60 people



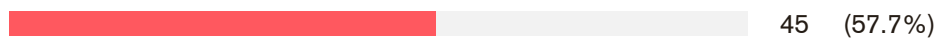
Bigger



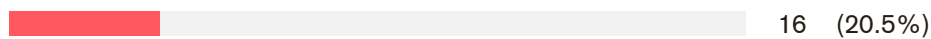
Question 2

“Do you work for...”

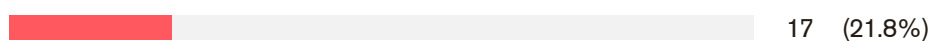
Agency



In-house design team



Other



Insight from 'Other'

Self Employed 6 (7.7%)

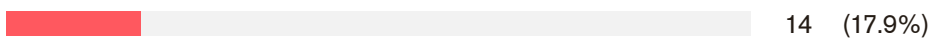
Question 3

“Has your company begun to plan for a return to the office/studio?”

Yes



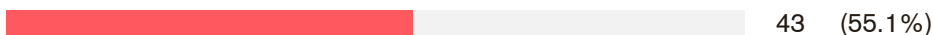
No



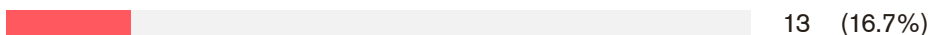
Question 4

“What timescale is your business planning for a return to work (subject to no major changes in public health guidance)?”

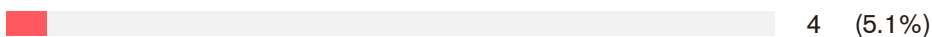
September-October 2021



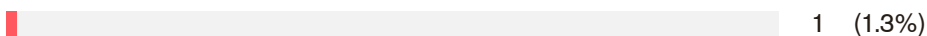
October-December 2021



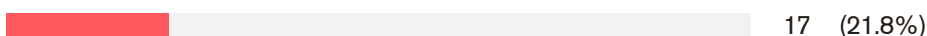
January-March 2022



March-June 2022



Other

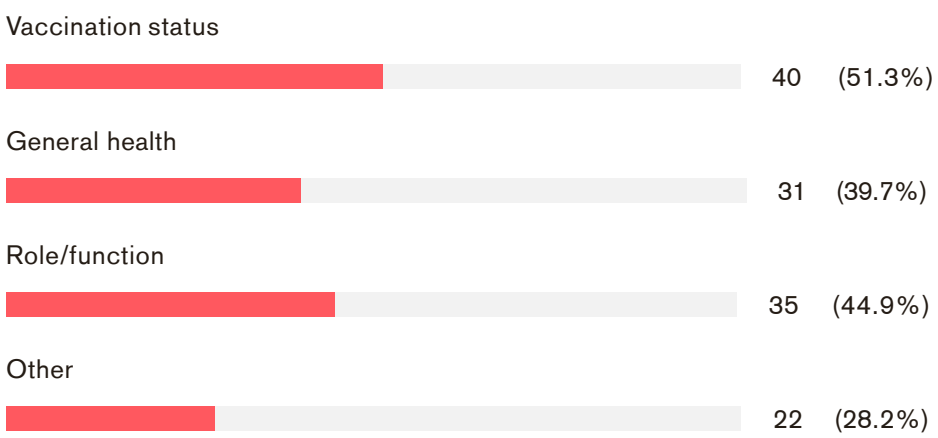


83% of respondents are planning to return before the end of the year or have returned already.

6.5% (5) of respondents are planning to remain WFH full time. 80% (4) of those are self employed.

Question 5

“What determines eligibility to return to the office/studio? Tick any/all that apply.”

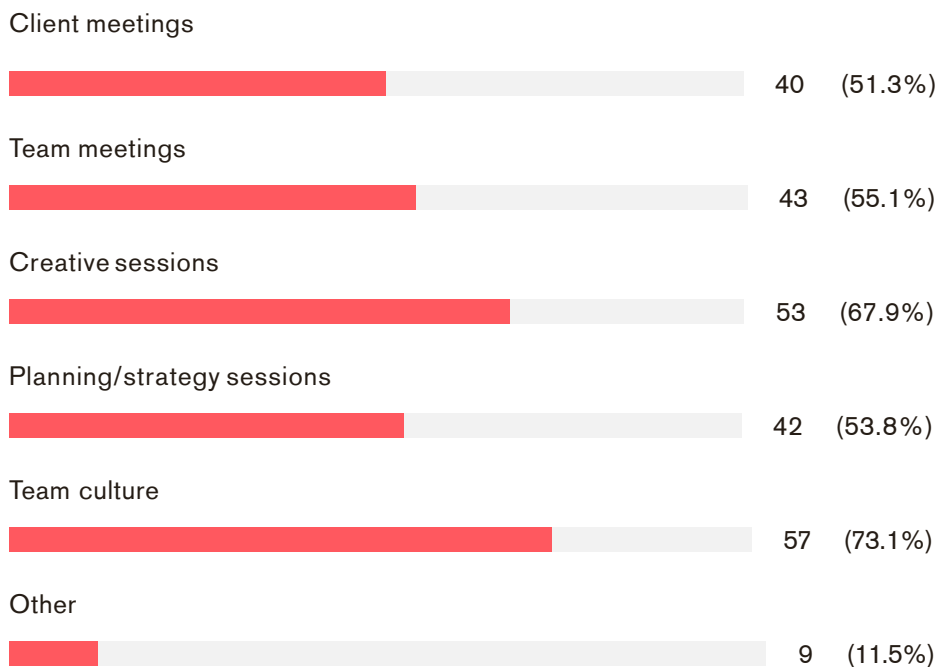


Going back to the office is complicated. 17% of respondents selected three things that determine eligibility to return to the office. 25.7% selected two things and 55.7% selected only one.

5.7% of respondents quoted waiting on Government Guidelines.

Question 6

“What is considered an eligible reason to return to the office/studio? Tick any/all that apply.”



Question 7

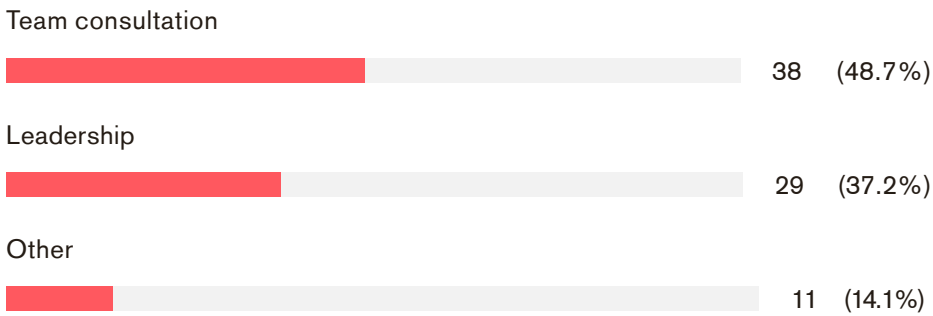
“What model are you implementing or considering implementing? ”



It seems hybrid working of some form is the way of the future. Only 9% of respondents plan on returning to the office 5 days a week and 5% plan on remaining WFH 5 days a week.

Question 8

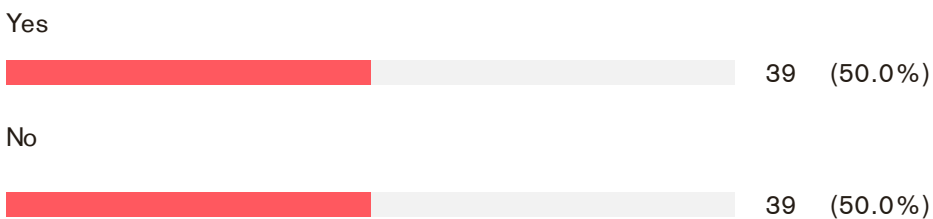
“Has the team collectively decided on these proposed measures or did leadership make the decision?”



6.4% of respondents say it's a mix of both

Question 9

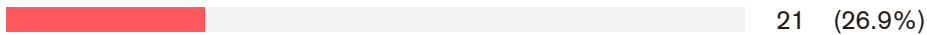
“Has your plan been finalised and communicated to your team? ”



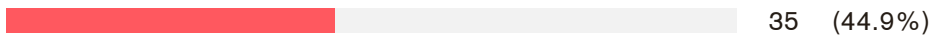
Question 10

“Has investment been made in altering the office to comply with HSE Covid guidelines? If so, how? ”

Yes a lot



Yes a little bit



No



If yes, how?

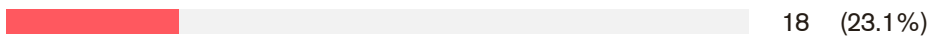


74% made changes to the office. Of those, 15.8 mentioned adding supplies of sanitisers, masks and wipes. 12.3% mentioned moving tables around (not an investment but it was mentioned so often). Covid signage, plexiglass screens and specialised Covid workshops/learning materials got 5.2% of a mention each.

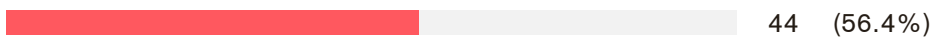
Question 11

“Has investment been made to accommodate working from home? If so, how?”

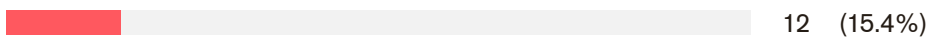
Yes a lot



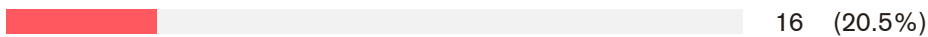
Yes a little bit



No



If yes, how?

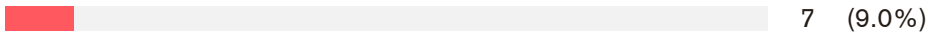


83% invested in WFH. Of those, 18.5% mentioned general upgrades to home offices including but not limited to, laptops, mice, keyboard, chairs, tables, footrests, and double screens. Cloud Servers and New Hardware got 6.2% mention each.

Question 12

“Have any staff permanently relocated a great distance from the office since March 2020?”

Yes many



Yes one or two



No

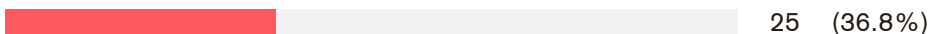


Relocation becomes more common the bigger the company. 71.4% of people who work in a company with 30 people or more have had colleagues permanently relocate a great distance from the office since March 2020

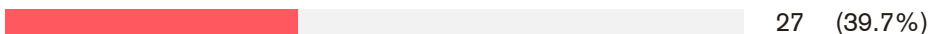
Question 13

“(For those in leadership) When hiring future roles, will you be allowing applications for fully remote working?”

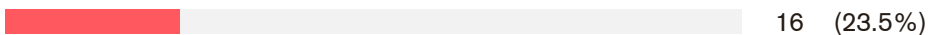
Yes



No



Other



20% of respondents say ‘it depends’