

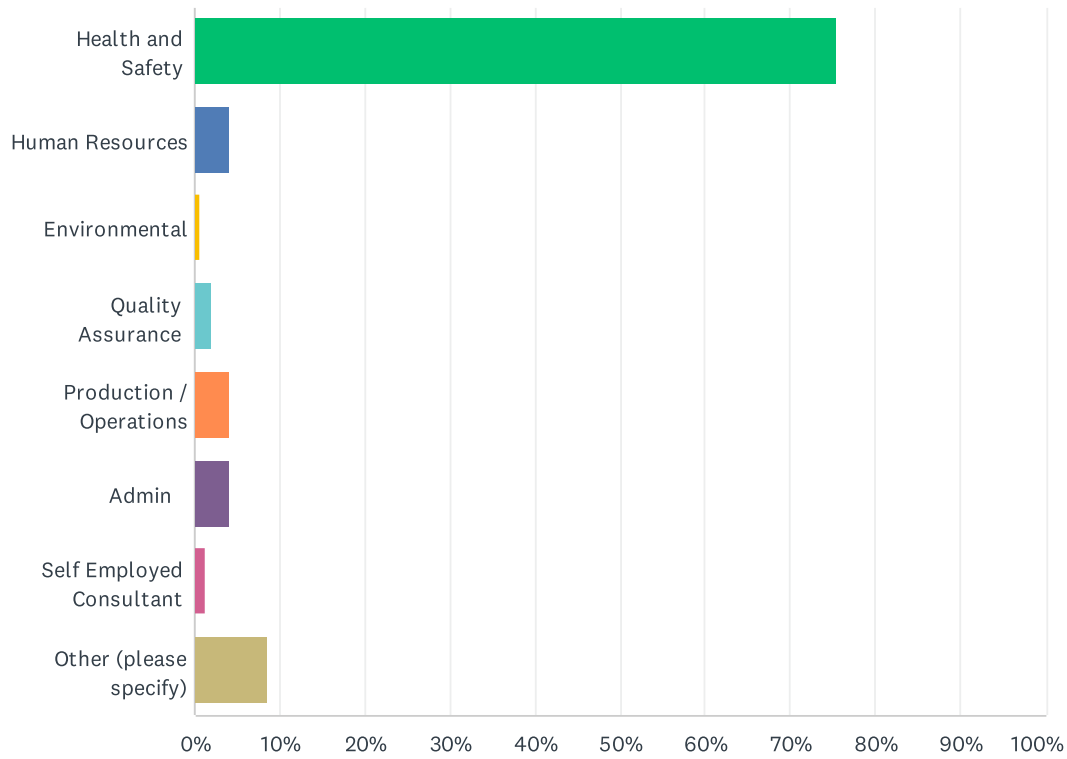
Q1 What business sector is your organisation in?(please choose 1 only)

ANSWER CHOICES	RESPONSES
Business Services (Banking/finance/insurance etc)	1.32%
Construction/Civil Engineering	15.79%
Consultancy	9.21%
Facilities Management	2.63%
Farming	0.66%
Food	3.95%
H & S Product Supplier	0.00%
H & S Training Provider	0.66%
Local Council	3.29%
Manufacturing	15.79%
Occupational Health	0.66%
Public Sector	19.08%
Recycling/Waste	3.29%
Retail	0.66%
Transport	3.95%
Utilities	2.63%
Voluntary sector	3.29%
Other (please specify)	13.16%

Q2 How many employees does your organisation have?

ANSWER CHOICES	RESPONSES
1 2	3.97%
3 10	4.64%
11 – 30	5.30%
31 – 50	4.64%
51 – 100	7.28%
101 500	27.81%
501 – 1000	15.89%
1000+	30.46%
TOTAL	

Q3 Which Department do you predominantly work in, within your organisation?



ANSWER CHOICES	RESPONSES
Health and Safety	75.50%
Human Resources	3.97%
Environmental	0.66%
Quality Assurance	1.99%
Production / Operations	3.97%
Admin	3.97%
Self Employed Consultant	1.32%
Other (please specify)	8.61%

Q4 Before the first lockdown what percentage of your workforce worked from home some or all of the time?

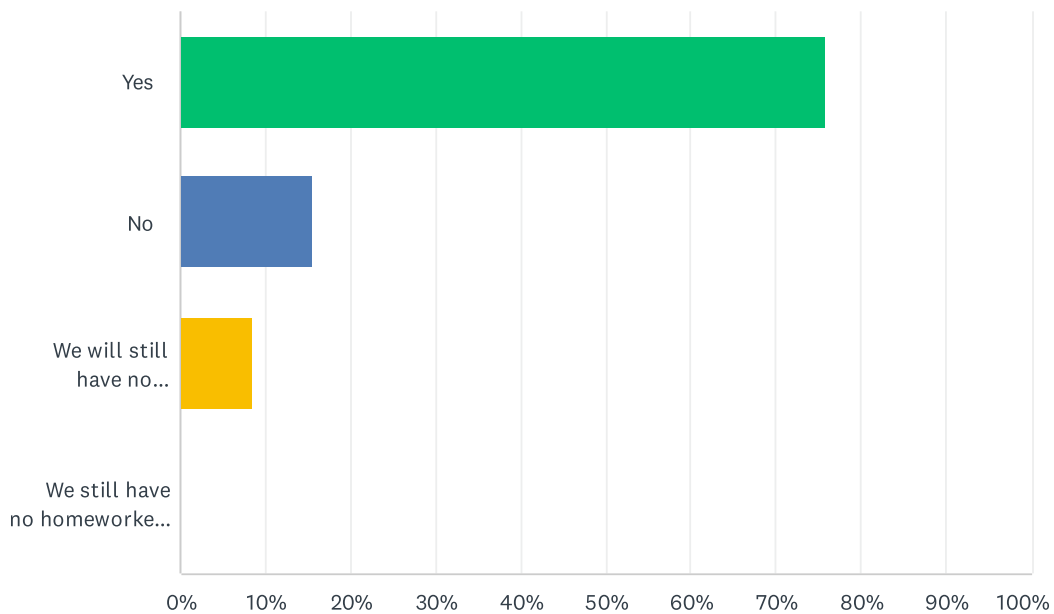
ANSWER CHOICES	RESPONSES
Up to 20% of employees	32.87%
Between 21% and 40% of employees	1.40%
Between 41% and 60% of employees	3.50%
Between 61% and 80% of employees	0.00%
Over 81% of employees	4.20%
0%	57.34%

Home (flexible) working questionnaire

Q5 Did your organisation have plans to get more people working from home before the Covid 19 pandemic started?

ANSWER CHOICES	RESPONSES
Yes	14.08%
No	85.92%

Q6 Has the COVID19 pandemic changed your organisation's stance on homeworking, or accelerated your plan to increase it over the next two years?

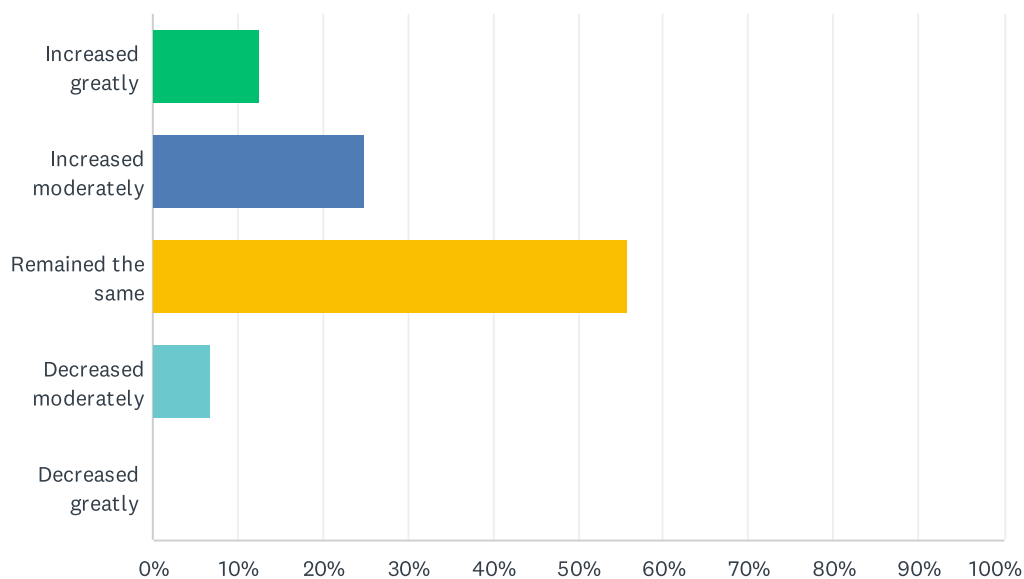


ANSWER CHOICES	RESPONSES
Yes	75.89%
No	15.60%
We will still have no homeworkers post pandemic	8.51%
	0.00%

Q7 In the future what % of your employees will be required to work from home at least some of the time?

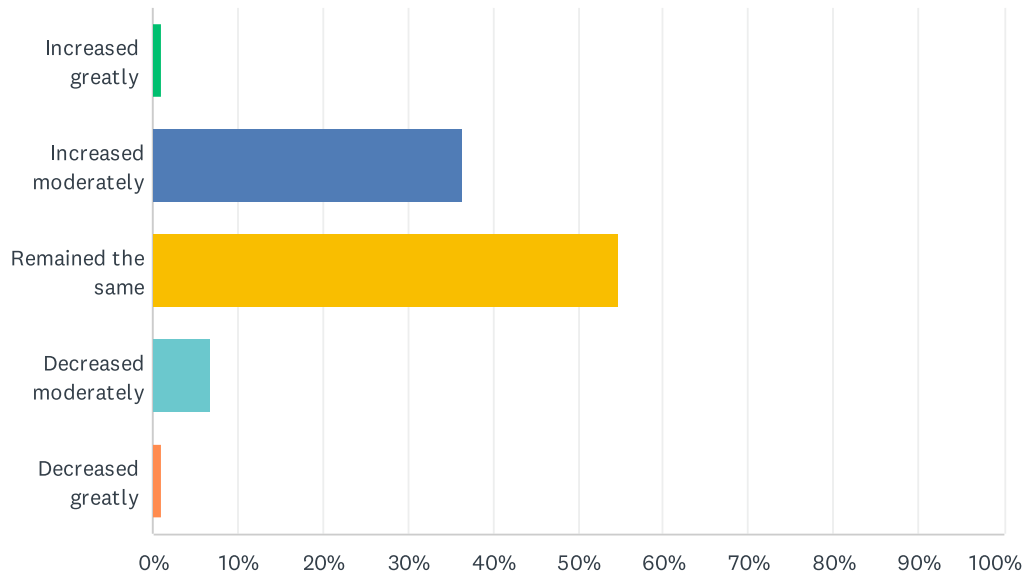
ANSWER CHOICES	RESPONSES
Up to 20% of employees	43.56%
Between 21% and 40% of employees	11.88%
Between 41% and 60% of employees	20.79%
Between 61% and 80% of employees	13.86%
Over 80% of employees	9.90%
0%	0.00%

Q8 Of your employees that work from home have you noticed that productivity has :



ANSWER CHOICES	RESPONSES
Increased greatly	12.50%
Increased moderately	25.00%
Remained the same	55.77%
Decreased moderately	6.73%
Decreased greatly	0.00%

Q9 Of your employees that work from home, have you found that difficulty in managing them has:



ANSWER CHOICES	RESPONSES
Increased greatly	0.96%
Increased moderately	36.54%
Remained the same	54.81%
Decreased moderately	6.73%
Decreased greatly	0.96%

Q10 Have you produced working from home risk assessments for relevant employees?

ANSWER CHOICES	RESPONSES
Yes	62.50%
Not yet, but plan to do so in next 3 months	13.46%
Not yet, but have a long term plan to do so	13.46%
No	10.58%

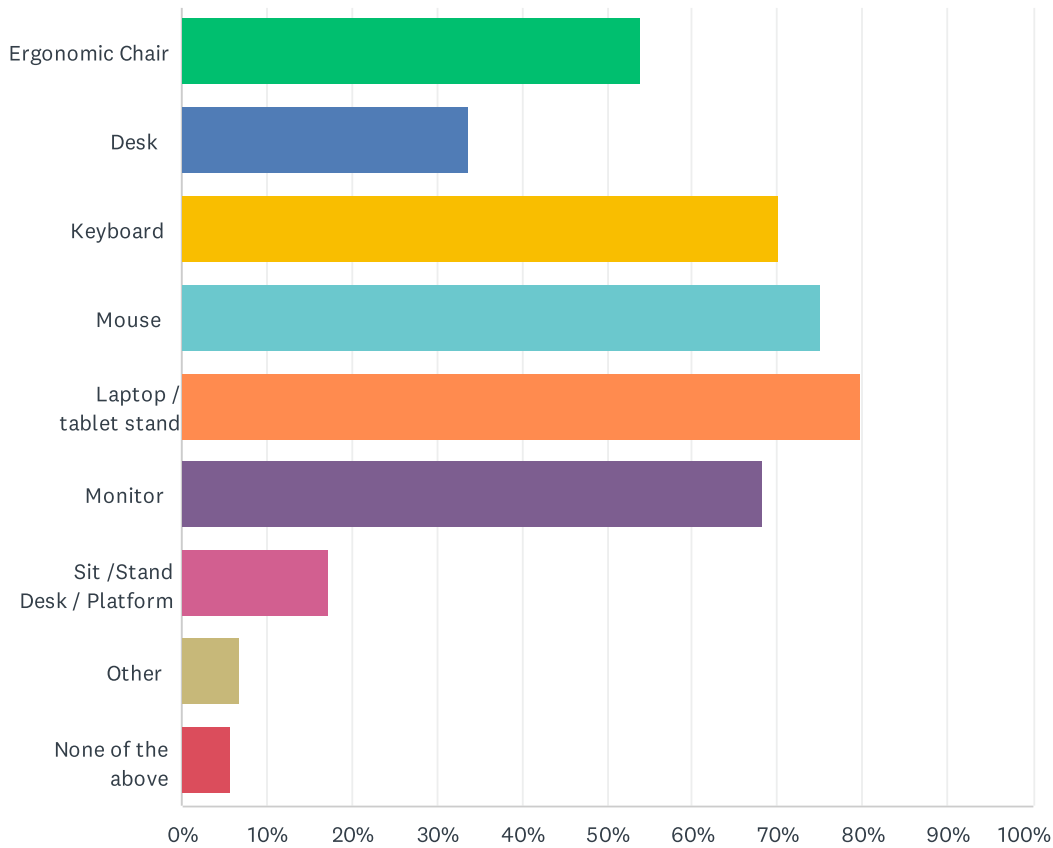
Q11 Have you any other concerns about increased working from home? Please detail

Responses

- On occasions staff would have special requests as workstation etc not suitable at home compared to office. The difficulty is that in some instances the individuals don't have sufficient room for a proper desk and chair and it is challenging managing this.
- Solitude and reduced engagement with colleagues
- The H&S@WA 74 / 78 NI order clearly was made for organisation to manage work based hazard in a place of work control by the employer. this needs to change from 'at work' to something like 'during work' ie drop the connecting to working at a place
- We have found this puts additional work on those in the same team who are on site; whilst "most" of the work can be done at home not all - so those on site have to pick up the additional work.
- Difficulties in induction for new staff
- Increased risk of isolation and lack of social interaction
- Becoming Isolated (potentially mental health)
- Health and wellbeing of staff
- Motivation and disconnection/mental health
- Disconnection
- Loss of team bonds and social interaction
- Difficulties for employees to switch off, resulting in work life imbalance
- Isolation from the team, being left out of things in the office, meetings, celebrations and so on
- Difficulties monitoring productivity and additional checks to be completed by managers to ensure work is being completed efficiently. Working from home may also create isolation in some workers who may be used to working as part of a team
- That those with health concerns that have to work from home, will be overlooked for promotion
- Social interaction with colleagues. Less mentoring of new and younger employees.
- Alone Workers; Mental Health Impact
- DSE and Mental Health.
- Social isolation
- Isolation and team work
- Lack of social interaction with colleagues
- Cost of dual equipment
- Social isolation and mental health
- Applications from other staff how to justify saying no

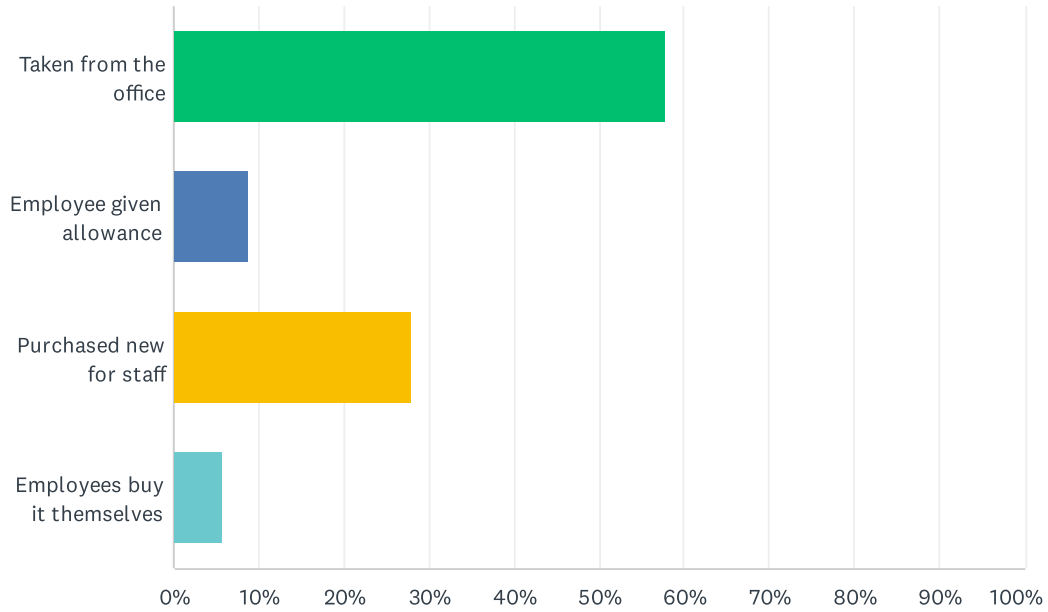
- Some Staff have mental health concerns. Employees having to bear heating and other homebased costs that are not included in their T&C's
- Reduction in team working and awareness of bigger organisational picture
- Am waiting to see the results of proposed 4 day week research of civil service
- Risk of members of big teams feeling isolated
- This can lead to self isolation and mental health issues as people feel removed and "left out"
- Stifles innovation, mental health concerns
- Poor communication
- Taking proper scheduled breaks

Q12 What equipment was provided / is planned to be provided for employees to work from home in the future?



ANSWER CHOICES	RESPONSES
Ergonomic Chair	53.85%
Desk	33.65%
Keyboard	70.19%
Mouse	75.00%
Laptop / tablet stand	79.81%
Monitor	68.27%
Sit /Stand Desk / Platform	17.31%
Other	6.73%
None of the above	5.77%

Q13 How was/will equipment be obtained?



ANSWER CHOICES	RESPONSES
Taken from the office	57.69%
Employee given allowance	8.65%
Purchased new for staff	27.88%
Employees buy it themselves	5.77%

Q16 Feel free to make any other comments that you consider relevant.

Responses

- Significant working from home will bring with it a range of reactions from employees based primarily on relevant experience, knowledge and capabilities
- Many employees who were provided with a company car prior to the pandemic have returned these cars as a result of driving less for work since the pandemic.
- Our Hybrid policy is optional. Company maintains safe workplace in office for all, but if some want to work from home then they must ensure safe workplace there too - otherwise just work from office.
- Aspect not covered in questionnaire - will working from home change 'mentoring' and the ability of younger/newer workers to pick up skills/knowledge as easily (many of which are not taught formally - just witnessed/learned through observation & informal communication).
- The pandemic has provided an opportunity for employees to use IT systems that were never used before e.g. Skype, Microsoft Teams etc. These programmes were added onto laptops, computers but never used. The need to use them has positively encouraged staff to make the most of technology.
- Isolation can be a big problem for those who WFH, not feeling part of the team especially if they are new employees
- While a significant number of our corporate/admin employees circa 80% can work from home or hybrid, those of our employees who work in schools (90%+ teachers, ancillary staff etc.) cannot.
- My role and the roles of my employees are not able to be carried out from home - very much hands on and personal attendance needed
- Covid pandemic has been difficult for any business to manage and the key focus for all employers will have been the protection of human life from transmitting or catching this disease in the workplace. Homeworking brings positives and negatives to both employee and employer and in the bigger scheme of things will have to be reviewed further as we gain longer-term information on the future of C-19 after vaccination scheme is complete.
- I believe that when normal working returns and organisations are looking to have everyone back in work there may be many requests to continue to work from home, companies should develop specific working from home policies and procedures to manage this going forward, a lot of companies have people working from home because it was the right thing to do at the time and no formal management arrangements were able to be put in place at such short notice, we now need to put these into place.
- A decision has been taken corporately in my Department that few if any people will be WFH exclusively post Covid 19 restrictions being eased. The Department has opted to take a blended/hybrid working approach and it is envisaged that staff will attend the office for a minimum period of 2 days per week to encourage enhanced teamworking and future learning and development. A blended approach is also going to be beneficial in providing peer support, including support for mental health going forward.
- The company I work for didn't really take the working from home seriously enough for my liking. It was really an after thought and once the infection rate went down everyone was brought back and there are no plans to introduce working from home on a permanent basis
- Although our advice is that home workers should be provided with suitable equipment funded by the employer, the employer has chosen to ignore this.
- NISG is a wonderful group with excellent regular circulars updating on essential topics

- Employees will be given the option to work flexibly from home but it will not be a requirement to do so.
- As a non manager some of my answers are based on an assumption. Agile working is open to certain employees with agreement from line manager.
- At the [REDACTED] I have indicated employee numbers based on those who work directly for the owners however you could add another few thousand who work for commercial and third party organisations within the airport but not directly under owners control
- I feel that question 8 should have a section for 0% working from home. We have changed our offices to enable all staff to work in office if not out on construction sites. Additional accommodation and facilities has been provided to enable staff to work on site.
- Difficult in my role in H&S to determine the overall impact on productivity levels and issues with managing personnel. I can only speak on behalf of my team
- Interested in obtaining feedback/report.
- Highly likely to be a blended approach in the future, 'risk based' in terms of quality of service for clients (also dependent on customer requirements)