

# Return to office-based working post Covid-19



## WHEN?

Q3 2020

Q4 2020

2021

?

**<5%**

of organisations have brought their teams back to the office on a full-time basis

**50%**

of organisations are planning to start a gradual return to the office before the end of 2020. Nearly half of those organisations have already started or are planning to commence the return in Q3

**23%**

of organisations are planning to bring their staff back at the beginning of 2021 or later

**25%**

of organisations are still unclear about the timelines or haven't shared any official information with their employees yet

**1 in 5**

organisations have started implementing long-term structural changes to maintain the remote working model beyond the Covid-19 crisis

## HOW?

Many organisations are looking to **reassess the situation at the turn of Q3 and Q4 2020** before making final decisions on how they will return to the office



**4%**

of organisations have decided to bring all employees back in one phase



**36%**

of organisations are planning a phased return of their staff throughout the year (based on their criticality for the business operations) or organising employees around shift patterns

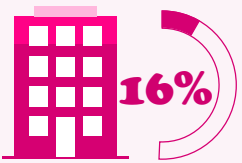


**60%**

of organisations are encouraging their non-critical staff to work remotely for the foreseeable future, offering employees the option to work from the office if needed

Across **all sectors**, organisations are **handling the return of non-critical staff in a similar way**

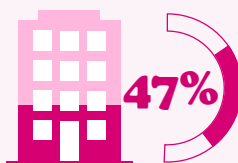
## What proportion of staff are planned to return to the office in 2020?



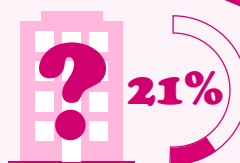
of organisations are mobilising over 80% of their staff to return to the office on at least part-time basis



of organisations expect a gradual return of between 40% to 80% of their staff on at least a part-time basis



of organisations are planning to bring no more than 40% of their staff back and maintain limited office occupancy



of organisations are still unsure about the proportion of staff they will bring back

## HOW MANY?

Many organisations report **improved NPS results** (employee satisfaction and wellbeing) as a result of more flexible working arrangements

## WHAT ACTIONS?



**40%** of organisations have made significant adaptations to their workplace to enable a safe return to the office



**35%** of organisations have invested in new technology to improve remote working and limit office occupancy

Desk booking, shift patterns, staff rotation

**Actions to reduce virus spread in the workplace**

Restricted shared spaces, spaced desks, protective screens

Additional cleaning, distributing hygiene products and protective equipment, mandated use of face masks

Formalised check-in/-out, one-way flow system

Free antibody tests, temperature checks on entry

Employee opinion surveys, flexible working policy updates

**Actions to allow greater location flexibility**

Subsidised taxis, increased car parking space, staggered office hours to avoid peak travel times

**Actions to mitigate risk when travelling to the office**