

EASTLEIGH
BOROUGH COUNCIL

WAY OF WORKING SURVEY RESULTS

**#Team
EBC**



Background

In July and early August, members of #TeamEBC were invited to complete a survey on our Ways of Working across Eastleigh Borough Council. Its aim was to give us a better understanding of how the different ways we have had to carry out our duties during the coronavirus and lockdown have impacted on staff.

The COVID-19 pandemic has had a huge impact on all of us. This latest assessment of how staff feel followed on from the Wellbeing Survey, the results of which were published recently. It has provided feedback on the changes we have already made as a result of the pandemic, including the support you feel you are receiving, remote meetings and the changes to our green footprint.

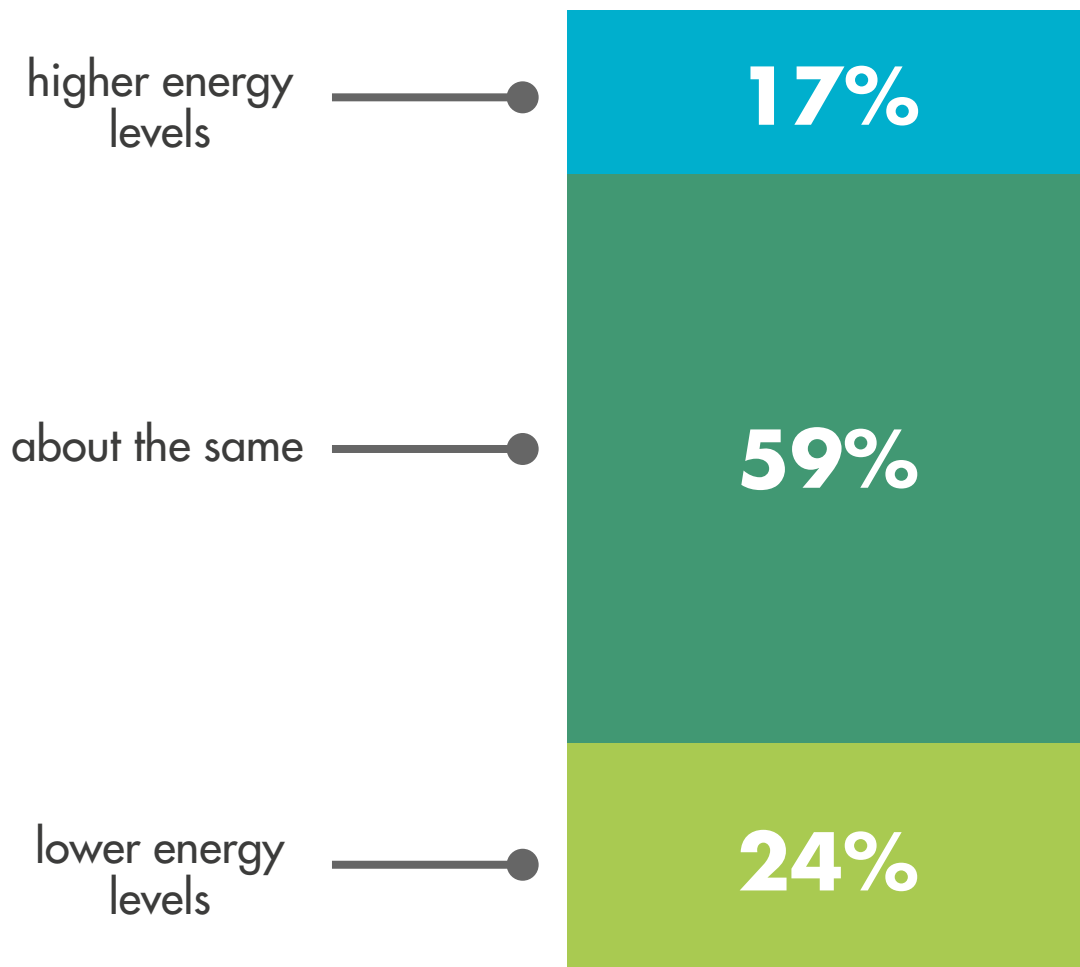
One of the key aims of the Ways of Working survey was to gauge what changes and improvements #TeamEBC members would like to see in the future – particularly as being based at home will be the ‘new normal’ for the majority of staff, at least for the foreseeable future.

We had 208 completed responses, so thank you to everyone who took part. Our next steps are to do some detailed analysis which will be used to shape our Ways of Working in the future.

Responses about working from home have been varied with some of #TeamEBC relishing the opportunity to work, and others finding it much tougher. This has provided a good opportunity to review the guidance on the Staff Hub on looking after your mental and physical wellbeing while working from home.

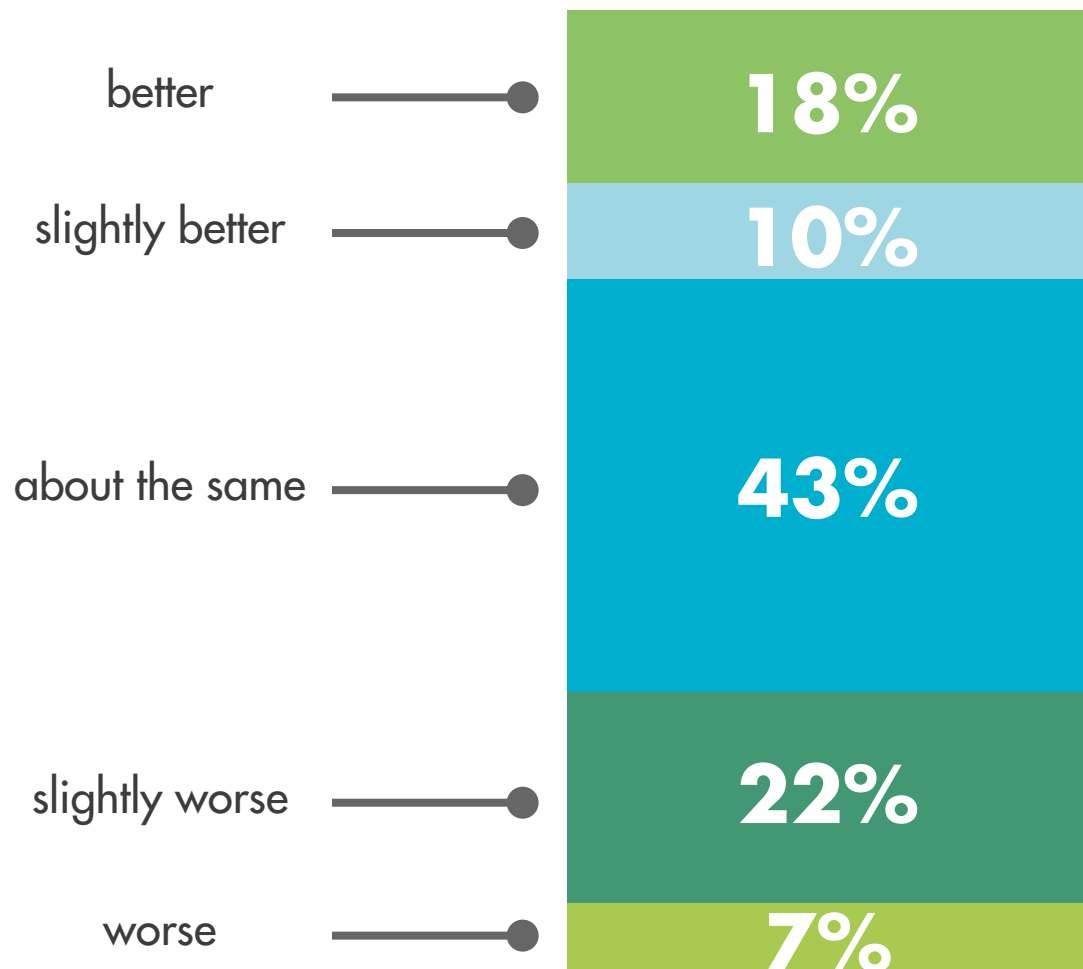
How you responded to the question:

Question 1 – What effect has working at home had on your energy levels?



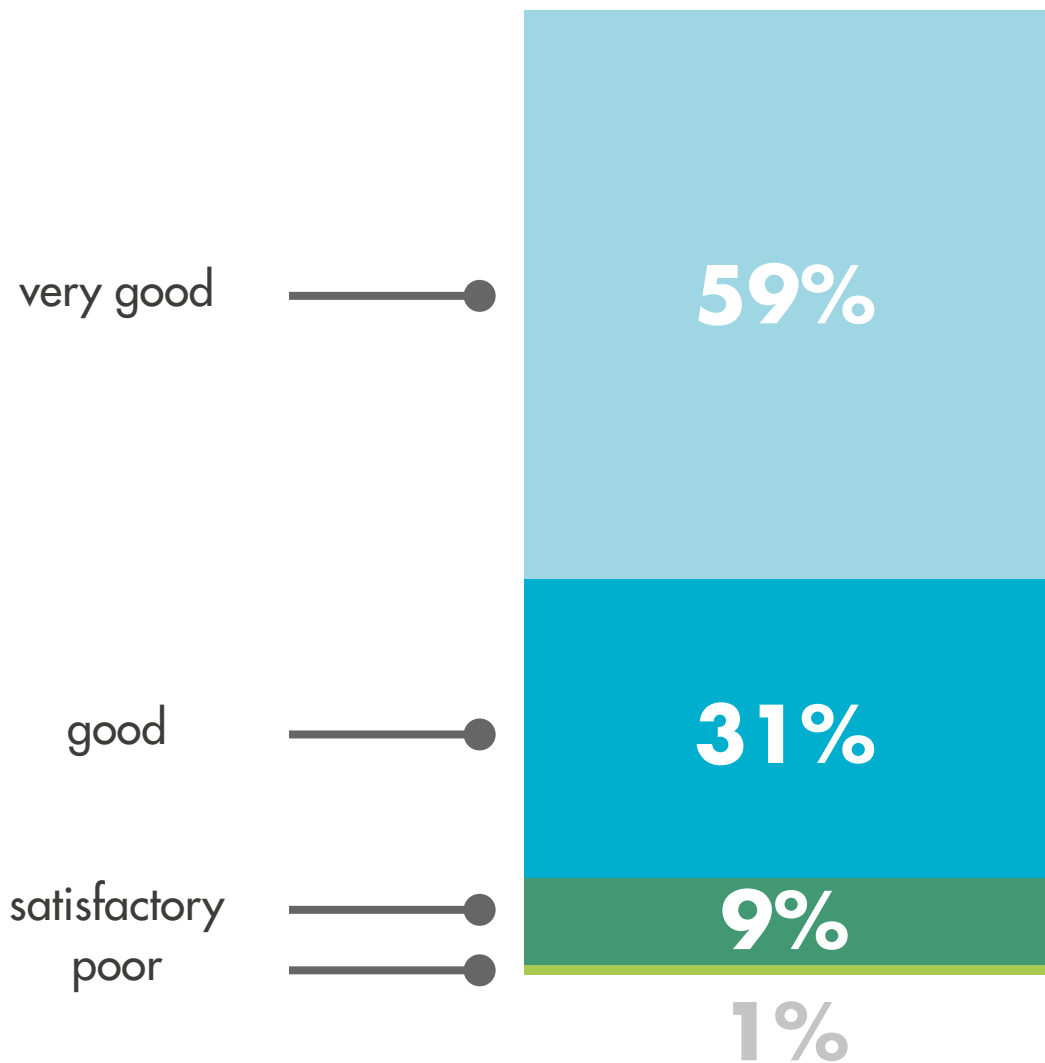
How you responded to the question:

Question 2 - How have your sleep patterns been affected?



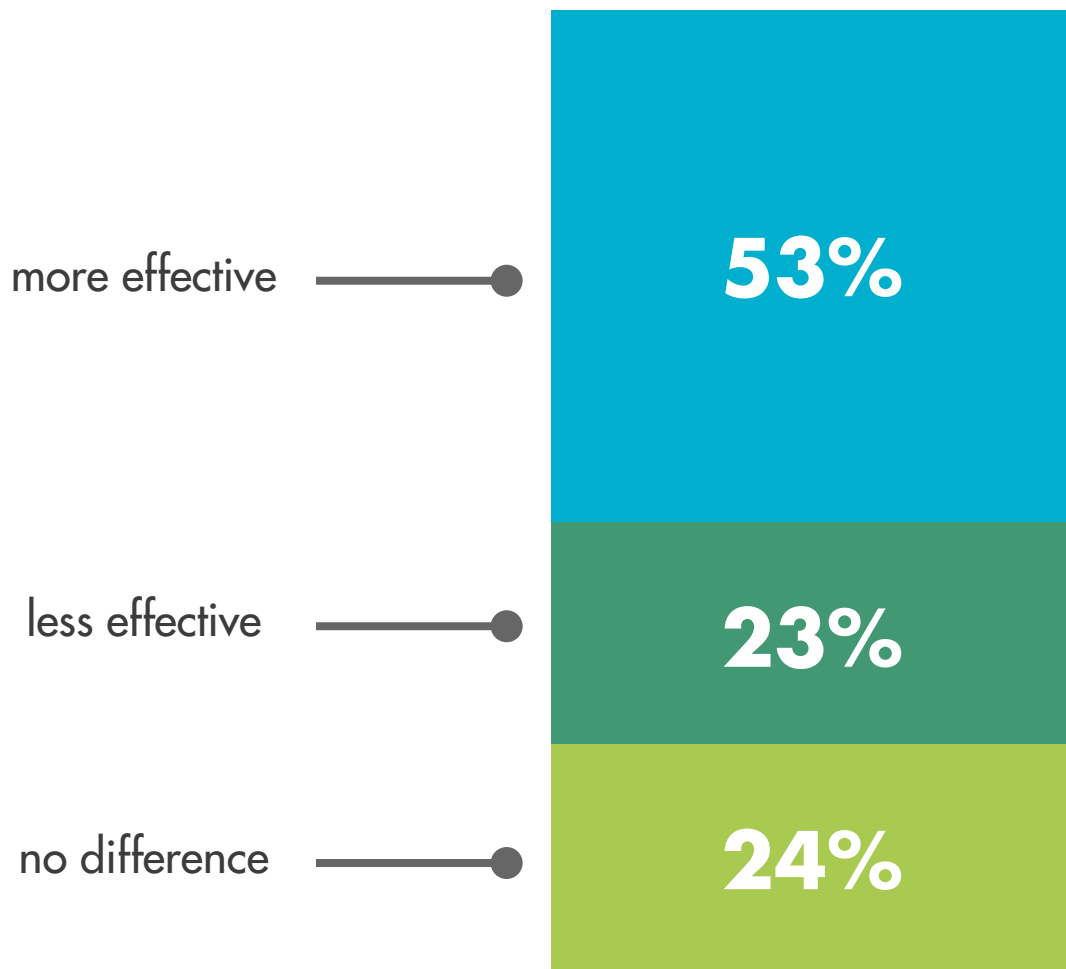
How you responded to the question:

Question 3 – How effective have you found Microsoft Teams calls/videos?



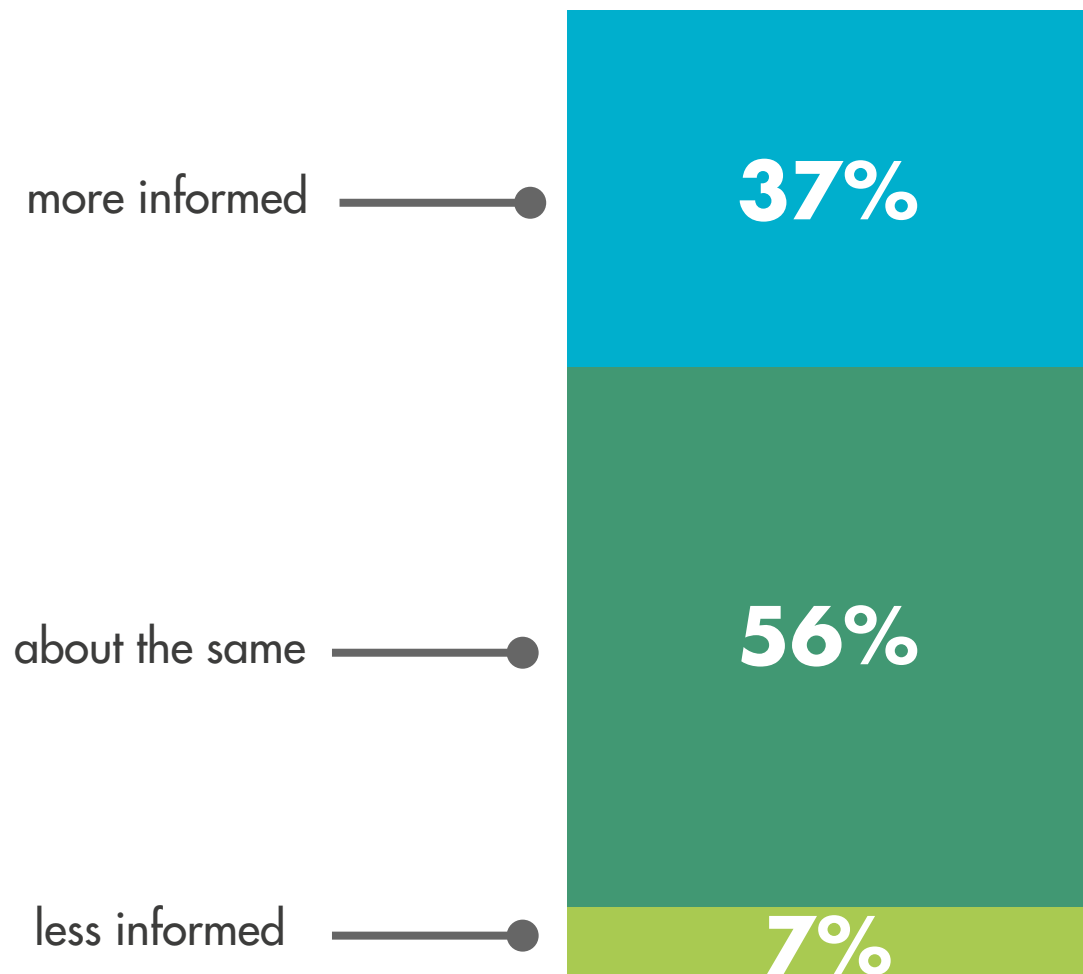
How you responded to the question:

Question 4 – How effective have you felt working from home?



How you responded to the question:

Question 5 – How informed do you feel about the Council?



What you told us

What worked well?

- Saving time/money on travel
- Less interruption
- Flexibility of hours
- Productive lunch break (household chores!)
- Seeing family more
- Being able to dress casually (one set of clothes!)
- No hot desk worries

What's frustrating?

- Feeling disconnected
- Lack of face-to-face/human contact
- No separation between work and home
- Broadband issues
- Video meeting fatigue!
- Unsuitable space to work
- Children and homeworking/schooling
- Working later without realising

Next steps

A full analysis of results is under way – including identifying trends in certain areas.

An action plan is being put in place outlining what can we do to address the issues raised by the survey. This is likely to cover multiple areas, including Facilities, HR, IT and Sustainable Travel).

We aim to publish the Action Plan in October 2020

Support available

Don't forget to check out our Health and Wellbeing information on the Staff Hub. It contains everything from advice on maintaining mental health and building resilience, to reducing stress and getting better sleep. There are also links to financial help - and dealing with the feelings of loneliness and isolation that working from home can bring.

<https://staffhub.eastleigh.gov.uk/s/article/Staying-well-during-Coronavirus-crisis>

Employee Support Line

You may have greater worries or anxiety at this time. Please be aware of our confidential Employee Support Line:
<https://my-eap.com>

The login is "EBCwell".

