

## **Employee Wellbeing Survey – June 2020**

### **Appendix A – quotes from employees on the positive aspects of working from home**

Working from home provides a lesser carbon footprint by not using your car to travel to work.

Working from home provides protection against other viral infections such as colds and flu when working in an open plan or small office.

You don't have to use annual leave to wait for deliveries/tradesmen.

In addition to personal benefits there is also the 'green agenda' reducing road congestion, CO emissions, relieved problems with parking

We used to print so much in the office but now have had to find new procedures to use instead of printing thus saving the Council money on printing costs.

More environmentally friendly as we have now reduced to 1 car in our household and are saving money on fuel/parking etc. Also much better for the council wide green policy and carrying things to and from work.

Less distractions from being in the Office

Less noise than in the office

Helps with the carbon footprint, less cars on the road, less congestion especially local traffic

I'm finding that we can settle down earlier as a family at the end of the day. I can use my commute time for chores, getting dinner ready. No wear and tear on my car or petrol expenses.

Less stressful

Good for mental well being

So nice that if a call runs on over past 5pm which it quite often does, that I am home so not impacting work balance so much. great to have the flexibility and comfort of home working.

I have found working from home a lot less stressful. I don't have the stresses of other road users on my way in to work, trying to get parked or running a little late; due to my commute.

Also by being in my home environment I am naturally more relaxed when working than what I was in the office.

I also feel I am more productive working from home. In fact I believe strongly that I give more through working at home as I am less distracted and interrupted with people walking by or other conversations in the office - which are not always necessarily work related.

As well as not commuting to work - considerable time and expense saving in not travelling between meetings.

Working from home - particularly for large pieces of work/ report writing and meetings with large numbers of people, seems to be much more efficient than working from the office. It also gives you the flexibility around the structure of your day and a better work-life balance through not commuting.

Home working provides a much better work-life balance, my journey normally is at least one hour each way, I have more time for home life and to help family. Can be more productive at home.

Yes, its a lot quieter no office noise!

Less interruptions.

Without having work distractions I find I am less stressed. The office can be noisy (Phones, work discussions) now we do not have that.

It also means I can work late if I want to without making my partner wait for a lift home!

Having an insight to home lives of employees, brings a new type of connection to the working relationship

I think it is good that it has allowed some roles that may have previously not been seen as compatible for home working to try it.

Less distractions, more productivity.

I am able to manage my medical conditions more effectively which is enabling me to be more proactive at work and also have a better quality of life when not working.

More relaxed environment.

Reduction in commuting traffic is good for the environment and helps the Council meet its carbon target. Do not go back to the old office-based- work model. The lock-down is a once-in-a-generation opportunity to reinvent work practices AND reduce the harm we have been doing to the planet. Don't throw it away on a misplaced desire to 'get back to normal'. Imagine that this is the new normal and tweak it to make it work.

Also when I worked in the office, I rarely went out for a walk at lunchtime, but now I'm taking the dog out for a walk every lunchtime in the fields behind my house, so both the exercise and the fresh air are doing me good!

Easier to hold meetings with people outside of the authority and not to rely on meeting rooms which are frequently unavailable.

I am better at taking lunch breaks.

I feel more contributory to the environment not burning diesel everyday and using my local shops and services more frequently.

Freeing up Car park spaces at Gascoyne Way and potential increase in revenue.

It is less stressful in the morning, trying to get everyone up and ready and out of the door.

Generally at this present moment I am enjoying working home and I have found better for my well being

No sitting in traffic/trying to find ways around holdups on the way to work

Less tired and more able to interact, cook, etc.

Staff are generally able to work from home when feeling ill which will improve East Herts Council's attendance record.

I have also enjoyed being able to listen to quiet music/radio in the background as it helps me to focus on work.

I've repurposed my work commute into a longer dog walk, which is great because I see different people and am out and about in the fields and greenery for longer!

Better able to concentrate on work without the distractions associated with working in a large open plan office so working more effectively & efficiently.

I can have the temperature of the room as warm or cool as I would like it.

Not having to queue for office loos, which can sometimes not be as clean as would be liked.

I have more energy at the end of the working day.

Working from home has shown that it is possible for people to do it and do it, and in turn giving people the opportunity to build that trust and communication. It has shown that you can communicate well working from home and it doesn't mean that someone is not contactable.

My diet has improved as I am not tempted to walk into town and go to Greggs nor am I tempted by the sweets that colleagues bring in. The amount of exercise I do has increased as I need to get up out of my arm chair to stretch and "work out" muscle kinks more often and thus I feel fitter than I have been for a couple of years

Able to have long lunch breaks and help out in the community with deliveries