

THE FUTURE WORLD OF WORK



A briefing for FDA members



What you told us

“The biggest positive is having a much better work-life balance. I am also more productive as I am not tired from commuting.”

“My experience of work life balance has been mixed: my hours are more flexible, but I work late more often and expectations to work out of hours or at weekends has grown.”

“I hope perm secs and DGs will continue to work from home some of the time - rather than send the message that home working isn't really appropriate for the most senior civil servants.”

COVID-19 has had a huge impact on the way we work. From shifting to remote working, to finding new ways to engage with teams and build relationships from behind a screen - be it Perspex or computer - what work looks like has never shifted so much, so quickly. At the FDA, we responded rapidly to keep members safe in the first instance, in courts, offices and workplaces across the country. We engaged

with employers to enable public servants to adapt to circumstances beyond their control, and we'll continue to prioritise your safety and wellbeing as long as the threat remains.

As part of our work considering what the future of work looks like, we took time to check in directly with you, our members, to find out what your experiences have been like to

date, and what you'd like to happen next. This briefing provides you with some of the headline findings from our survey, as well as the range of views expressed by members.

You can also find more information including our full guidance for workplace reps at www.fda.org.uk/fwow





“A big positive from this year - it’s somewhat levelled the playing field in terms of the London advantage. I now feel like I’m not missing out on experiences/opportunities that people in London took for granted.”



“Working from home means I am basically always at work and always available - which is unhealthy and makes it difficult to separate work and home life.”



“No one seems to have grasped the nettle that ‘hybrid’ working will need more space than we had previously, not less.”

Personal impact

73% of members think working remotely has enabled them to strike a better work life balance

45% of members have found it more difficult to switch off

49% feel that they’ve felt more isolated working from home

Work impact

54% feel that they can collaborate with colleagues just as effectively

38% of members are keen to get back to the office to make connections and network

75% of members feel just as engaged with the priorities and objectives of their department.

92% feel they have been trusted to work effectively at home during the pandemic, compared to 69% before





"I go in cycles of finding it ok to work from home and then feeling the need to have more collaborative working - which suggests that a hybrid is the realistic way to go."



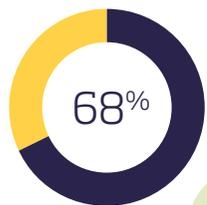
"Focus on productivity, rather than long hours and unrealistic deadlines."



"Flexibility is key - people are different in temperament and in circumstances. Arbitrary attendance rules are pointless and counterproductive."

What's next?

68% of members said they wouldn't consider relocating for work



65% said they'd turn down a promotion if the role didn't allow flexible/remote working

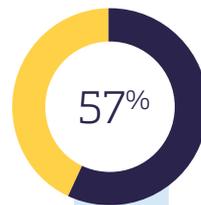


On whether members would attend an office to get a location allowance, there was a split - 31% would go in to get an extra allowance, while 46% wouldn't

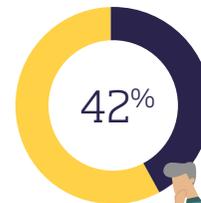


Member concerns

57% of members were worried that their employer might introduce policies/tech to monitor their work



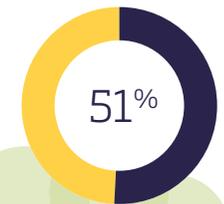
42% were worried their career progression had been halted because they haven't been seen in the office.



87% of members wanted their employer to consider the environmental impact



Most members (51%) want some flexibility to manage when they are in the office and when they're at home, rather than being asked to agree a set pattern.





“Flexible working allows more women/carers to have greater job opportunities. It used to feel like you were a second-class worker who might be shirking at home. Now everyone has realised that you can work just as productively from home and that it brings many benefits to workers and employers.”



“It shouldn’t be underestimated how transformative flexible working has been for colleagues with physical disabilities. Not just regarding access to buildings which is generally good in the CS, but the commute to work for example.”



“Employees should be involved in the process of deciding how their working life will be in future.”

Members want us to prioritise...

Embedding all types of flexible working in to workplaces

Protecting my right to switch off from work

Making the future world of work more accessible for everyone

Protecting promotion opportunities from any location



**If you would like more information
or have any questions on the issues
covered in this guide, drop us a line
at info@fda.org.uk**

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