

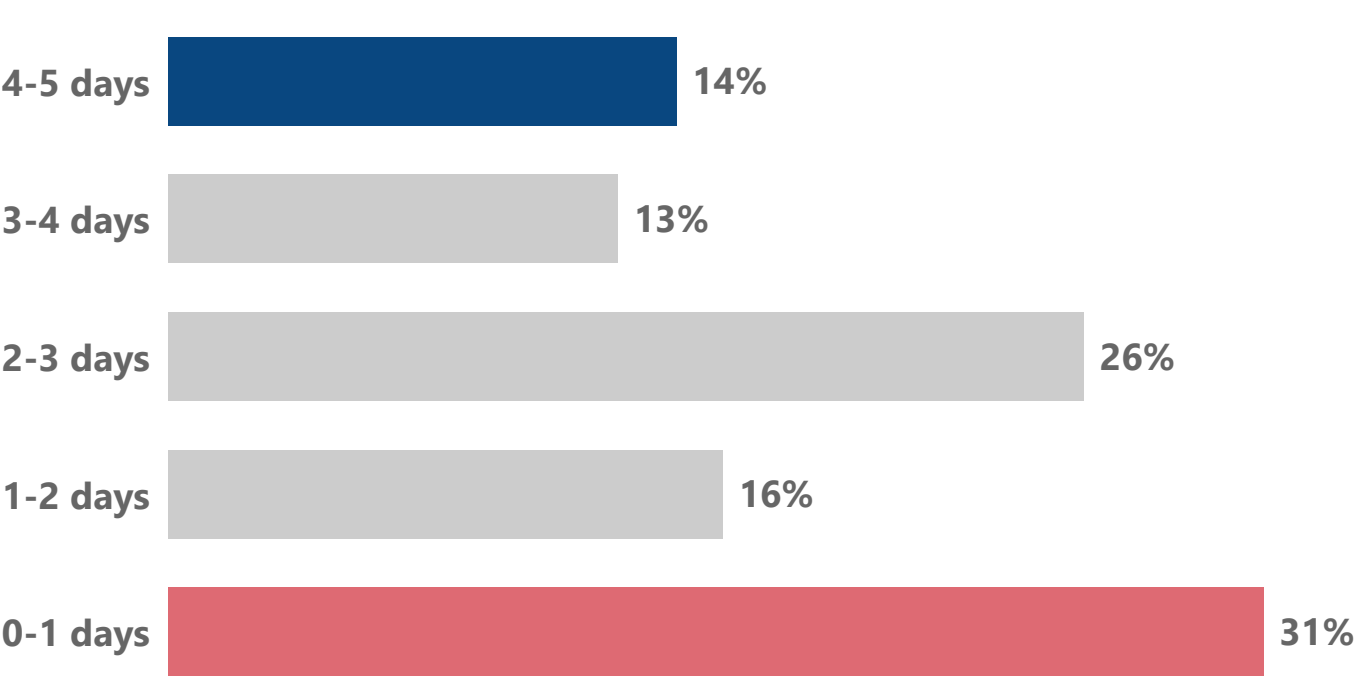
A hybrid remote work policy has the potential to boost productivity, work morale and retention in the Post-COVID world, and companies need to adapt.

The positive impact on productivity and morale detailed aside have resulted in a sizeable majority of people wanting to now work **at least one day** a week remotely (69%), with 14% wanting to work close to full time remotely.

However, there is a significant portion (31%) of employee who have indicated that they want either minimal or no remote work at all

Companies will need to accommodate this spectrum to **attract and retain talent**

Post-COVID - Employees desired remote working workweek



related to an overall preference of flexibility

Management assessment of retention and attraction

68%

... of management personnel also believe that offering a flexible remote work policy will **improve retention** of employees

59%

... of management personnel also believe it would assist in **attracting new talent** through recruitment

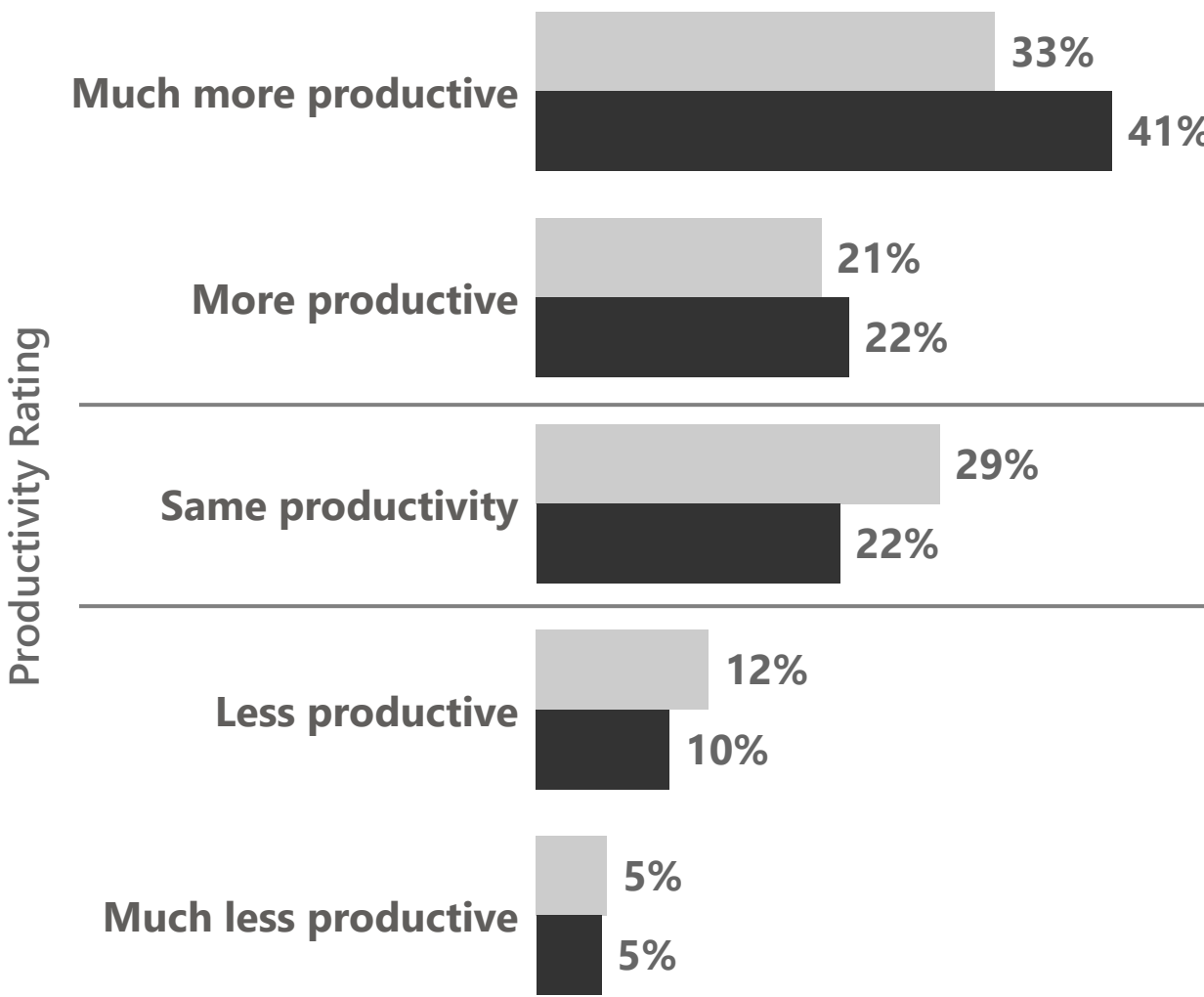
Remote Work Analysis

An analysis of survey of 1,500 remote workers from the Australian state of New South Wales, taken in August-September 2020 and March-April 2021, which aimed to capture the shift in remote work experiences and attitudes during different stages of the COVID-19 pandemic and gain insights on its long term implications.

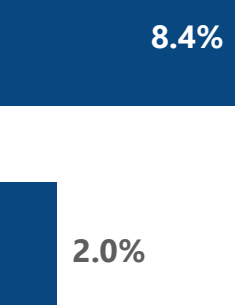
Survey sample sizes were: **1,507** for the **2020 survey**, and **1,512** for the **2021 survey**

Both employee and manager agree that the general level of productivity increased on average through 2020 and 2021. However, certain subsets of occupations experience lower productivity rates

Self-assessment of productivity in 2020 and 2021



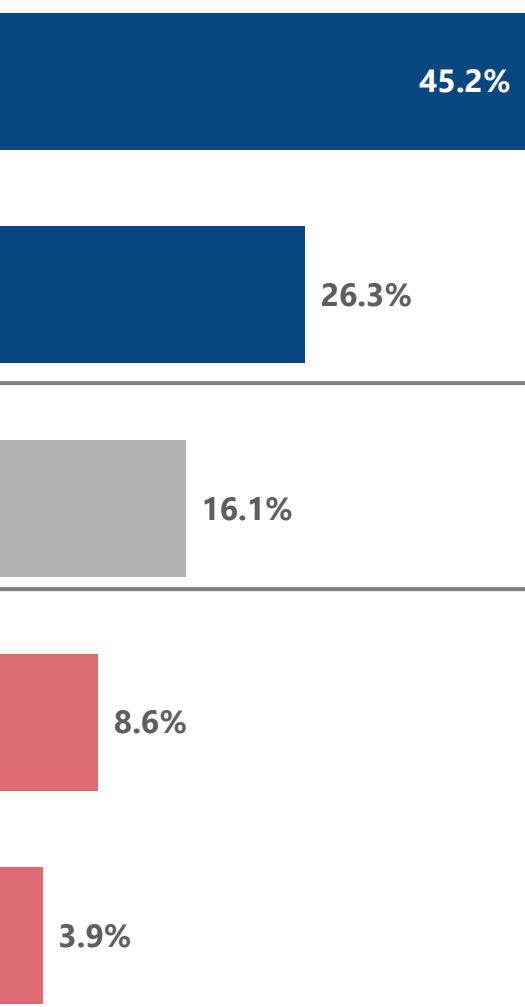
% Change between 2020 and 2021



63% of respondents now believe they are **more productive** in a remote working environment, which is almost a **10% increase from 2020**

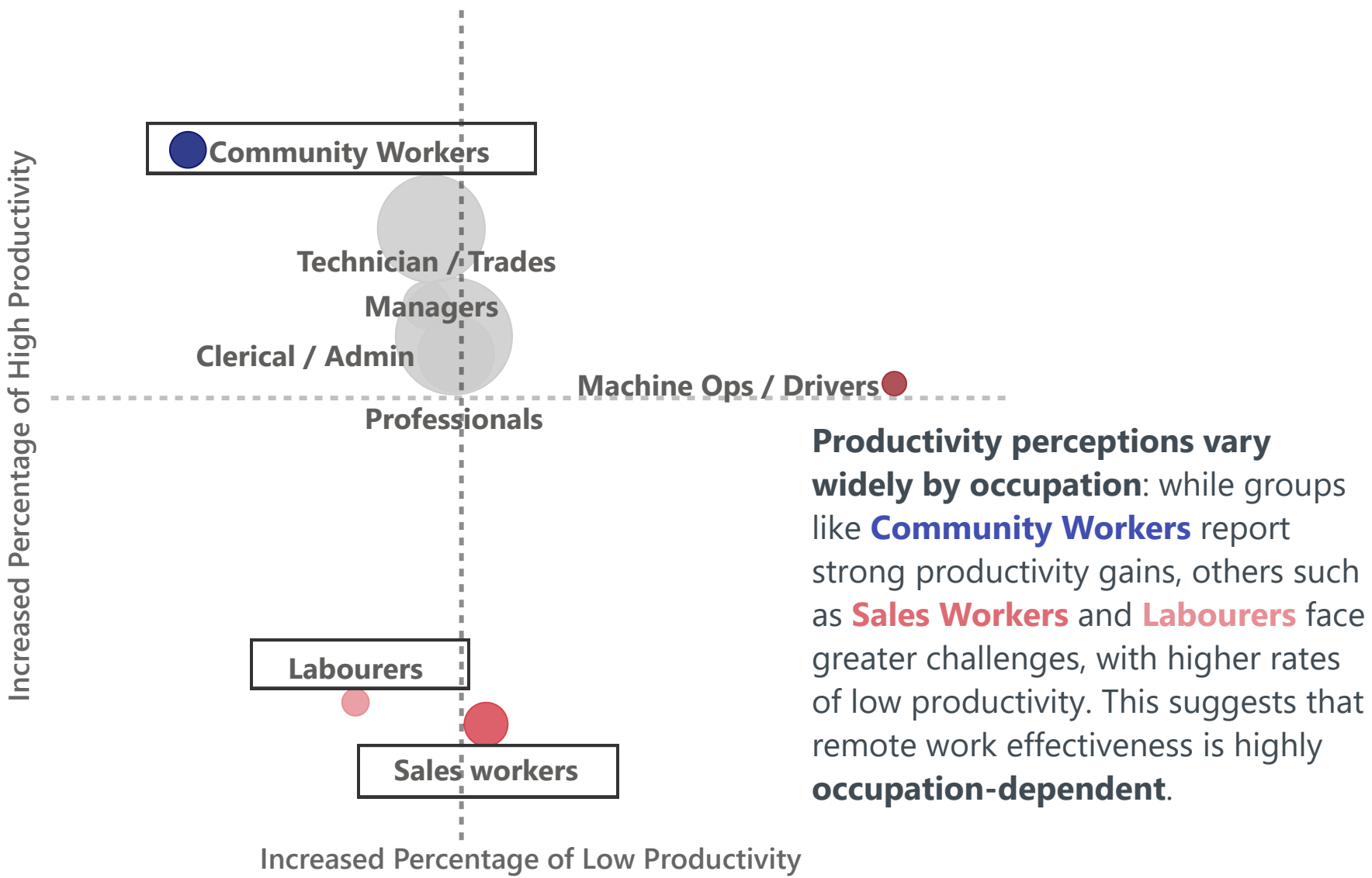
15% of respondents still believe they are **less productive** in a remote working environment in 2021. Though this is a **decrease from 2020**, but still significant enough to warrant attention.

Management Opinion



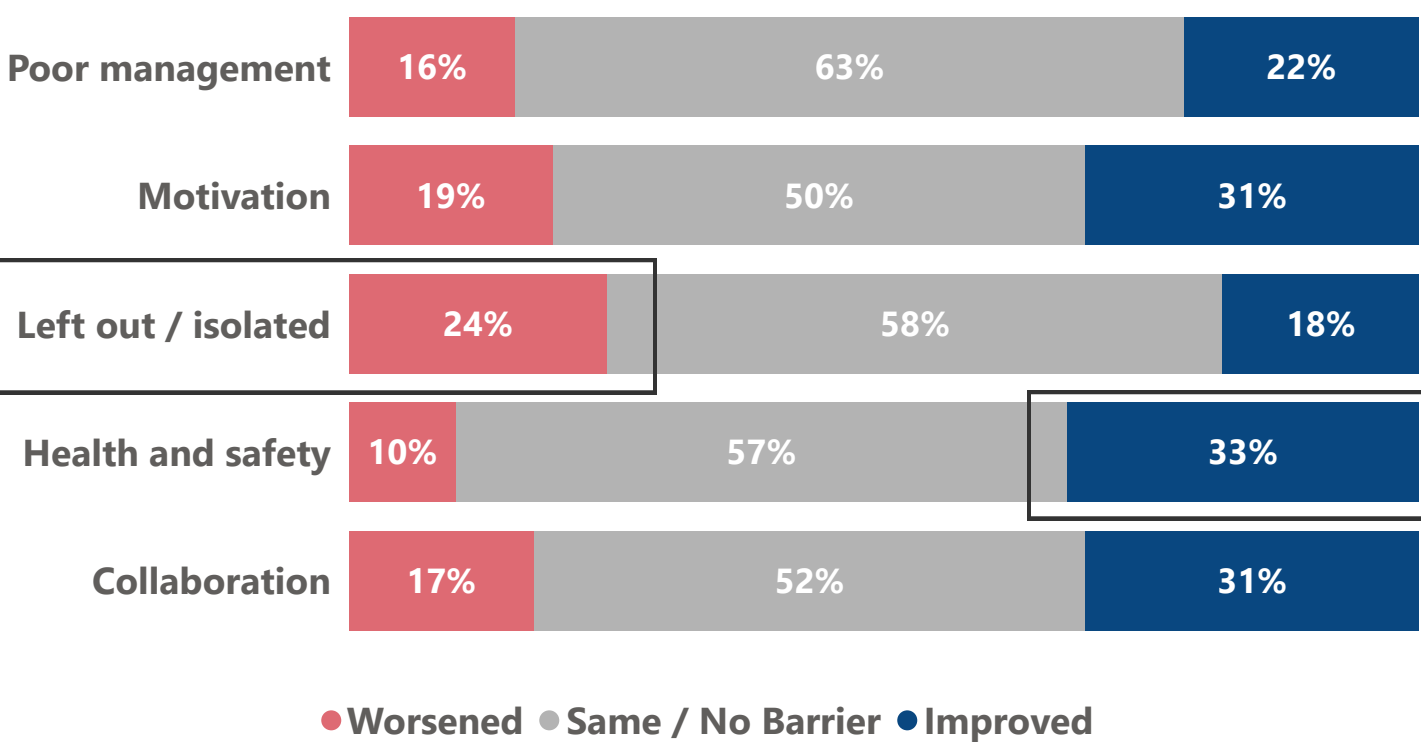
In **2021**, it was observed that **nearly 72% of managers** reported an increase in their team's productivity. This assessment closely aligned with employees' own self-evaluations, suggesting a strong correlation between managerial views and **individual perceptions of improved productivity** in remote work settings.

Productivity split between occupation groups



Morale may be improved through being more active and having more personal time due to the elimination of the commute, but steps will need to be taken to address the issue of isolation from colleagues.

Barriers affecting morale, and whether they worsened or improved by 2021



53%

... of employees in 2021 **feel better** when are able to see their work colleagues **in person**, which is reflected in the % of people feeling **isolation** is a barrier that is **worsened** by remote working.

59%

... of employees in 2021 **feel better** when they **work remotely**, and...

57%

... are **more active**, a reflection of the % of people feeling their **health and safety** was **improved** by remote working

Redistribution of hours to daily tasks with remote working - 2021

