

# NSW Remote Working Survey

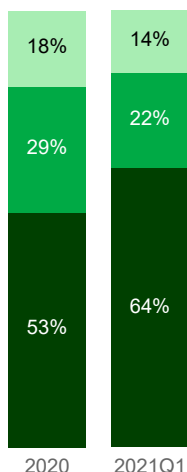
## Impacts on Morale and Productivity (highlights)

NSW Innovation and Productivity Council, 2020-08 to 2021-04



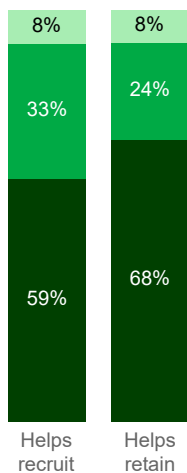
More than 80% of respondents said working remotely either didn't affect or positively affected their productivity.

Less productive  
No change  
More productive

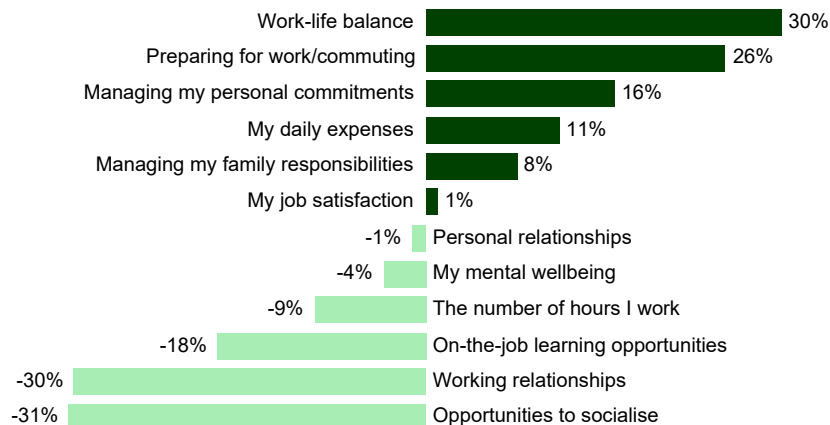


59% of managers said offering remote working **helps them recruit** and **68%** it **helps them retain** existing employees.

Disagree  
Neither  
Agree

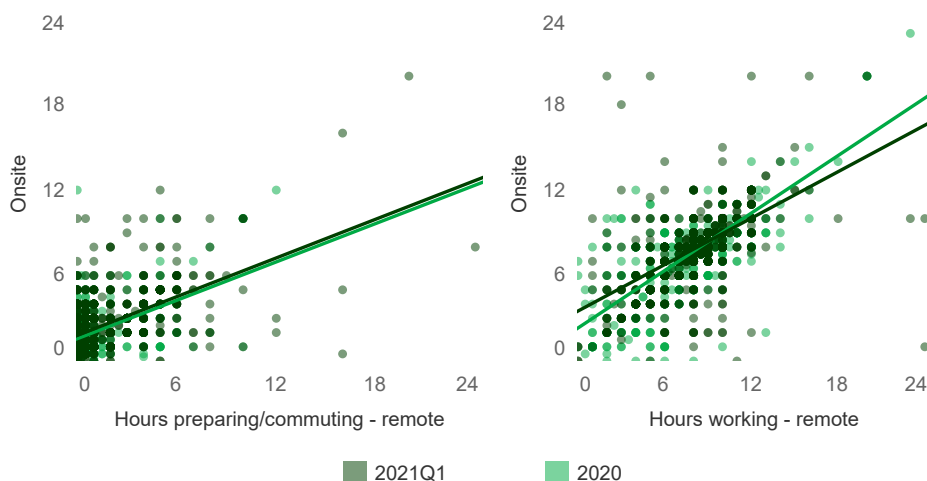


**1** Policy should incentivise investment in collaboration spaces and job-relevant training as well as coaching remote employees on effective strategies to separate work from home life.



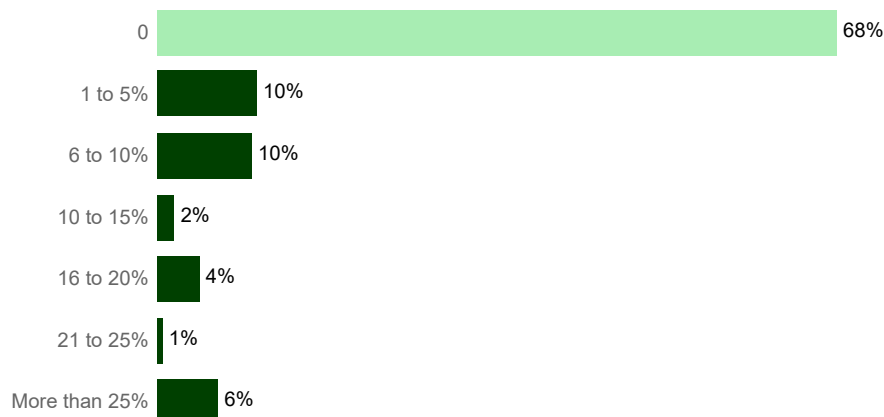
Respondents were asked to rate statements using a best/worst scale. While **work-life balance** was a leading benefit, opportunities to socialise and strengthen working relationships hampered **morale** and mental wellbeing.

**2** Research to quantify the net impact on public health of reductions in emissions and traffic accidents. Funds released should be re-invested in public meeting spaces to support F2F contact.



Respondents were asked how much time they spent preparing for work and how much time working. Removing the commute **saves workers one hour per day** on average. Approximately **20 minutes** of that hour are being used for work.

**3** Creating classes of work which must be offered remotely without reduction in remuneration will help protect workers from unfairly leveraged negotiations by employers.



**10% of respondents** said in 2021Q1 they would be willing to negotiate a **pay cut of at most 5%** in return for the ability to work remotely. Downward pressures on income may create negative impacts on morale and productivity.