

# Pulse Survey Results (Summer 2022)

## Sample of free text comments



**NEW WAYS**  
OF WORKING

# Individual benefits

*'I think it makes staff feel more appreciated and trusted by the University.'*

*'I have seen an overwhelming improvement in my wellbeing and work / life balance. I am invigorated to come to the office and feel energised to meet and work with colleagues for two days, and then able to focus, reset and thoroughly enjoy working remotely and quietly for three days, appreciating the slower pace of life. [...]. I am [...] able to give 100% of my energy to those two days onsite rather than spreading it over five days onsite and feeling worn down by Thursday.'*

*'I feel motivated and engaged being allowed to work remotely on occasions as it allows me to strike a balance between work and home life'*

*'The reduced stress from full-time onsite working has allowed me to decrease my antidepressant medication'*

*'...easier to pick up children from school'*

*"If flexible working had not been possible, I would have resigned by now. I have worked here for 10 years so am grateful that I can continue my journey/career with University of Oxford as a result of this flexibility."*

*'General job satisfaction - for the first time ever I feel truly happy in my job, because I have a mix of home-working and office-working. [...] I make the most out of my office days by spending time interacting with colleagues and using the onsite resources. I'm also able to attend more training sessions when these are remote.'*

*'I can manage my working hours much better, get far more work done without the distraction in the office'*

# Impact on Equality, Diversity and Inclusion

*'The reduced stress from full-time onsite working has allowed me to decrease my antidepressant medication'*

*'As a solo parent of two young children new ways of working has enabled me to return to employment.'*

*'I am currently undergoing chemotherapy for breast cancer. Thanks to [NWW] I have been able to continue working throughout my treatment. This has helped my mental health immensely, as it has given me a distraction as well as the support of my colleagues (who have been brilliant) at a very challenging time.'*

*'I only joined the University in May 2021 and [...]the fact that my role was advertised as a remote position was what enabled me to apply for the role in the first place'*

*'Working from home 4 days a week (in the office 1 day) has had an enormous impact on my ability to stay in work. My long-term physical and mental health issues are much easier to deal with not having to travel to the office every day.'*

*'It means I can work a higher FTE - as a working woman with two small children and a chronic health condition, the time I get back and the flexibility, means I can work at least one extra day than I could do pre-pandemic.'*

*'As someone with multiple chronic illnesses and disabilities the ability to work mostly remote has improved my quality of life and health and consistency at work (less time off sick). I am also able to work a higher FTE [...] and I feel that I have a higher chance of being able to progress in my career'*

*'My disability is accepted more freely as I am now equal to others in the office, I have no time of sick as I can work remotely and at a pace that has increased my productivity immensely. By remote working I feel respected and equal and able to give more to the university because they have allowed me to be equal and to work [...] and to use my abilities and skills in a better way.'*

# Departmental/University benefits

*'Absolutely enormous increase in productivity due to much lower level of distractions at home'*

**'It does appear that staff are much happier with work and appreciate the flexibility the University offers.'**

*'Working remotely does increase the recruitment pool.'*

**'The team is more productive working from home when not having to spend significant amounts of time (and energy) commuting.'**

*'Working from home allows me to have more private and confidential space for one to one conversations with members of my team and those outside my team which I am unable to have in an office environment. This has helped me strengthen relationships with colleagues in a complimentary way to in-person office team days.'*

**'Flexible working = happy staff = rising productivity'**

**'a more disability inclusive culture'**

*'Improved wellbeing leads to fewer days off sick'*

## Challenges/Disadvantages

*'I joined Oxford fully online during the pandemic and it was hard. I would recommend, with new ways of working in place that extra attention is placed on the induction experience with plenty of opportunities for face to face interactions within the first 'few months of someone joining.'*

*'Only downsides are in attitudes to remote working - for example, assumptions that those working at home are having a relaxing time and aren't working as hard as those in the office. This is the 'bums on seats' culture that some colleagues have retained'*

*'Worrying about finding appropriate space needed for hybrid meetings on days when working in an open plan office.'*

**'Challenges as a line manager of staff working remotely'**

*'Demands for 'coverage' and set work days mean that teams often stagger their office days, so they don't actually get to see each other in person - just those from other teams.'*

*'Overall, I would say my work-life balance has improved, for so many reasons, but it is definitely harder to switch off as my desk is there all the time, I work longer hours as a result, and am much more inclined to start work again after dinner in the evenings.'*