

Working during the pandemic

Over 6000 employees from across the APS, NTPS and ACT Government participated in *Working during the pandemic*, a collaborative research project led by Associate Professor Linda Colley, CQ University and Dr Sue Williamson, UNSW Canberra in conjunction with the CPSU.

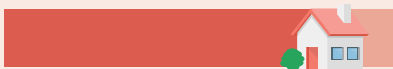
The results are in – what did you say about working from home?

It's good for employees & families



62%

said they had more autonomy over when they did their work.



82%

said they had more time for themselves and their family.

and good for gender equity



56%

said it helped them undertake caring responsibilities.

It's good for agencies & employers



64%

said they could get more work done at home.



35%

said they could undertake more complex work at home.



56%

estimated they would have higher productivity working from home after the pandemic, while 36% said about the same.

Managers support it

26% of respondents have responsibility for managing staff.



91%

of managers said their staff were more productive or as productive working from home.



64%

said they were much more likely or somewhat more likely to approve WFH after the pandemic.

But are agencies doing enough?

While the data says that managers support working from home, not all employees are seeing that yet.



What about employees that didn't get to work from home?

Many APS employees have not had access to WFH during the pandemic, because they were on the ground supporting Australians to access services and payments or performing other in-face functions. However, of the 18% who said they kept working in the office, 15% were prevented from working from home by their manager, and 14% lacked the hardware or technical support to work from home.

What should agencies be doing?

These results confirm what CPSU members have been saying - employees should have continued access to working from home, and there are real benefits for employees and for agencies. If the benefits of changes from the last few months are not going to be lost, agencies need to move now to agree to better and ongoing work from home policies and practices.

Become a member today to be a part of this change at cpsu.org.au or call 1300 137 636.

