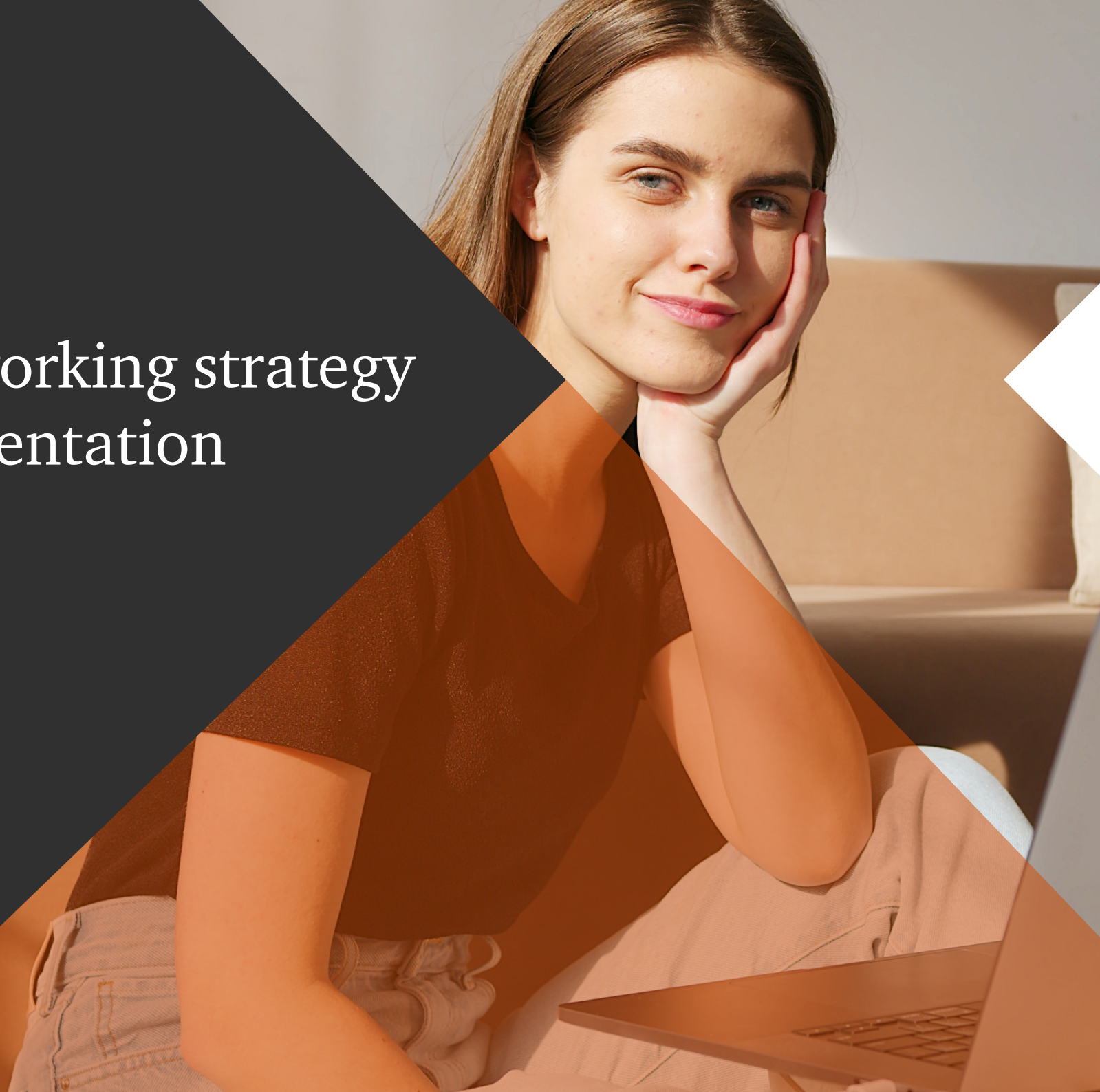**pwc**

Remote working strategy & implementation support

Results of our Remote Working Survey

Results of a remote working survey we carried out in May 2020 with over 850 workers in Malta to understand whether this will be a sustainable way of working in the long term, indicate that:

- The work of **95% of respondents** can be carried out remotely

- The majority (71%) of survey participants confirmed that they were working completely remotely, with **61% stating that this was their first experience** working remotely.

- The main reasons for not working remotely included senior management not allowing employees to work from home due to **fears of reduced productivity and organisations not being set up** to work remotely due to limitations such as infrastructure, systems, etc.

- **44% found that their productivity** had actually increased when compared to working onsite.

- Most respondents see themselves working remotely up to 1-2 days a week post COVID-19 with **51% saying their ideal way of working would be to split time** between working from the office and working remotely.

Flexible work arrangements have been a trend in the ever-changing world of work a long time before the COVID-19 pandemic. Having said this, the crisis has accelerated the mass adoption of remote working to enable organisations to keep operating in these turbulent times. While early adopters of this trend may have been unphased by the current need to work remotely, other organisations have had to put their doubts about reduced productivity, cybersecurity and data protection aside and experiment with a new, and in some cases mandatory, way of working.

Organisations, and employees alike, may be realising the benefits of remote working causing a shift in mindsets that will likely shape the future of our workspaces and routines. Others are itching to return to their normal work environments. Therefore, questions on a permanent shift in the way we work remain.

Increased productivity was not the only advantage of remote working highlighted amongst respondents. Spending less time travelling to work, the feeling of making a positive contribution to the environment, as well as, being more focussed due to less office distractions and interruptions from colleagues were the top three advantages of working remotely. Other benefits highlighted were the ability to spend more time with the family during the day and feeling less stressed due to a flexible work environment that helped many maintain a healthy lifestyle. Respondents also found that this new way of working allowed them to better manage their work-life balance and also felt that not being constrained to standard office hours allowed them to work when they were most focussed and productive.

The most popular challenge was that many felt pressure to be more productive and prove they are working. Participants also highlighted that feeling lonely as a result of reduced levels of human interaction and social encounters with coworkers was a challenge they were facing. Additionally, respondents also highlighted that blurred boundaries meant more hours of work and reduced work-life balance.

1. Do you have remote working agreements in place with your workforce?

2. Is your organisational culture receptive to new ways of working?

3. Do you have the right measures in place to monitor workforce productivity?

4. Is your performance management culture aligned to remote working practices?

5. Are you adequately gauging employee engagement levels?

6. Do your processes enable remote working?

7. Do your policies and procedures ensure data protection even when working remotely?

8. Are you ensuring your cyber security risks are being mitigated?

9. Is your workplace set up to enable hybrid remote working?

10. Have you set out the vision of your future workplace design?

11. Do you have the right infrastructure to enable remote learning and knowledge sharing?

How we can help

- Developing workforce strategy solutions to enable workforce transformation
- Providing a blueprint to prioritise and sequence workforce activities and ensuring right sizing across the organisation
- Ensuring that formal agreements are set up with employees, such as teleworking agreements
- Assessing cultural implications of remote working practices
- Adopting practices that ensure workforce productivity
- Setting up management training programmes, such as how to manage remote teams and shifting mindsets so as to better embrace change

- Supporting leaders leverage the benefits of remote working practices, while being mindful of any implications
- Addressing employee questions and concerns
- Ensuring employees have the right infrastructure and tools to remain productive while working remotely
- Ensuring safeguards relating to data and cyber security are addressed
- Determining the workplace changes required to leverage new ways of working
- Implementation of a Learning Management System to encompass a blended learning approach which takes the best face-to-face and online training methods mixed with the best in house project based learning

Contact us

Contact us to discuss your specific needs and plan out how we can help you

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Why PwC?

PwC can provide you with a one-stop shop in terms of your remote working strategy and implementation. We are able to put at your disposal a team of experts with different expertise to meet your specific needs and to provide you tailored solutions with a strong added value. Our specialists have significant experience in workforce strategy, upskilling, digital transformation, technology, change management, legal, GDPR, cybersecurity and real estate.

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