



Be safe.  
Be patient.  
Be kind.  
Be **Union.**



Remote Respect  
Survey Results

2020



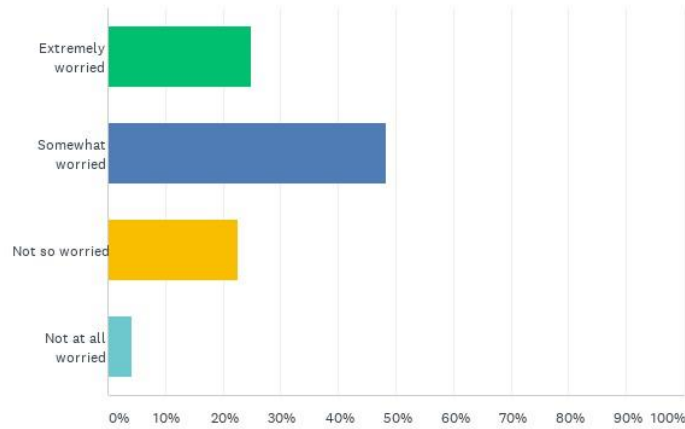
## Question Set from TSSA Remote Working Survey

1. How worried are you about the impact of the coronavirus on you personally?
2. How worried are you about the impact of the coronavirus on your department?
3. How easy or difficult is it for you to work effectively these days?
4. What are the TOP THREE biggest challenges you are currently facing while working remotely?
5. Thinking about your current working from home arrangements, how long is this something you could comfortably maintain?
6. What would you need to continue to work to work remotely?
7. How confident are you in the company's leadership team to make the right decisions to manage through this crisis?
8. How confident are you that you have the right resources and benefits from the company to help support you through this period?
9. Outside of work, how confident are you that you have the right support network to help you through this period?
10. What is your single greatest work-related concern right now?
11. Would you prefer flexibility in your future working environment?
12. During your 1-2-1 and performance reviews do you discuss your progression and flexibility in terms of work hours, day, locations?
13. Would you prefer more meetings to be held as conference calls/ MS Team Meetings to save on travel?
14. Do you think there are regular opportunities to discuss the different types of flexible arrangements that are open to you?
15. What is your preferred working environment?
16. Would you support the following statement 'All NR personnel shall have flexible working unless they apply not to?'
17. What changes to you working environment would you like to be part of NR principles?

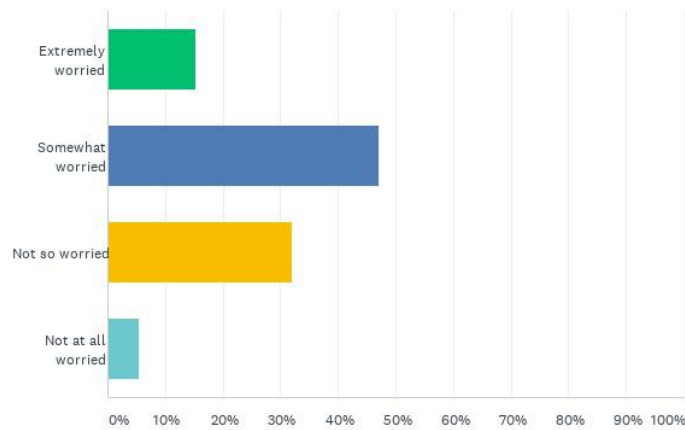


Summary of responses

Q1 How worried are you about the impact of the coronavirus on you personally?

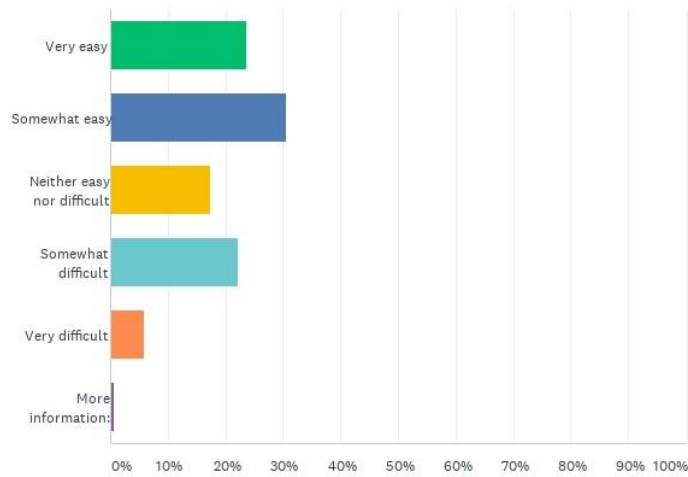


Q2 How worried are you about the impact of the coronavirus on your department?

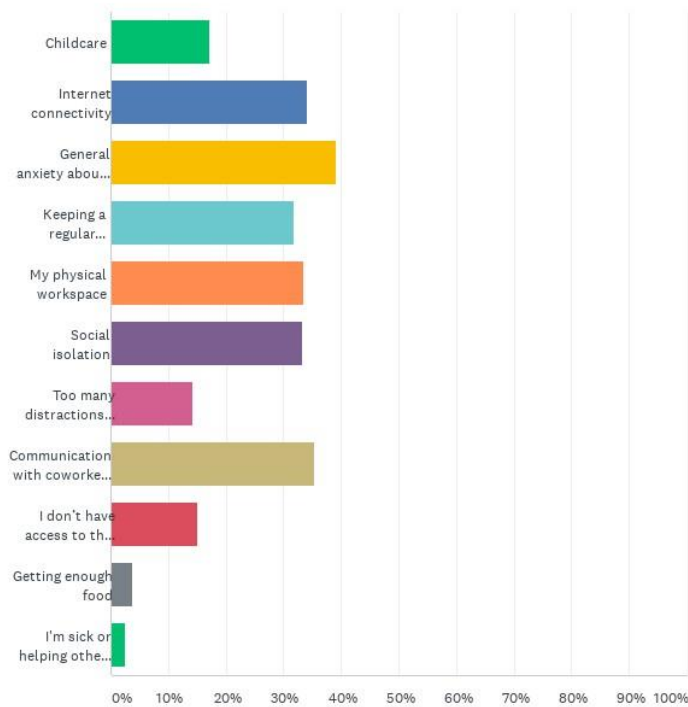




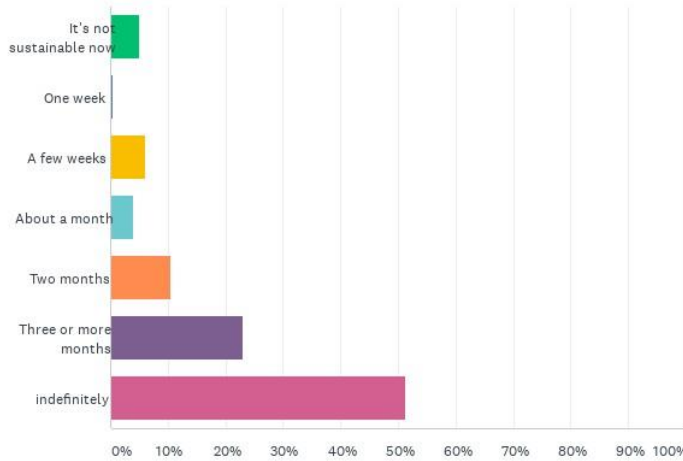
Q3 How easy or difficult is it for you to work effectively these days?



Q4 What are the TOP THREE biggest challenges you are currently facing while working remotely?

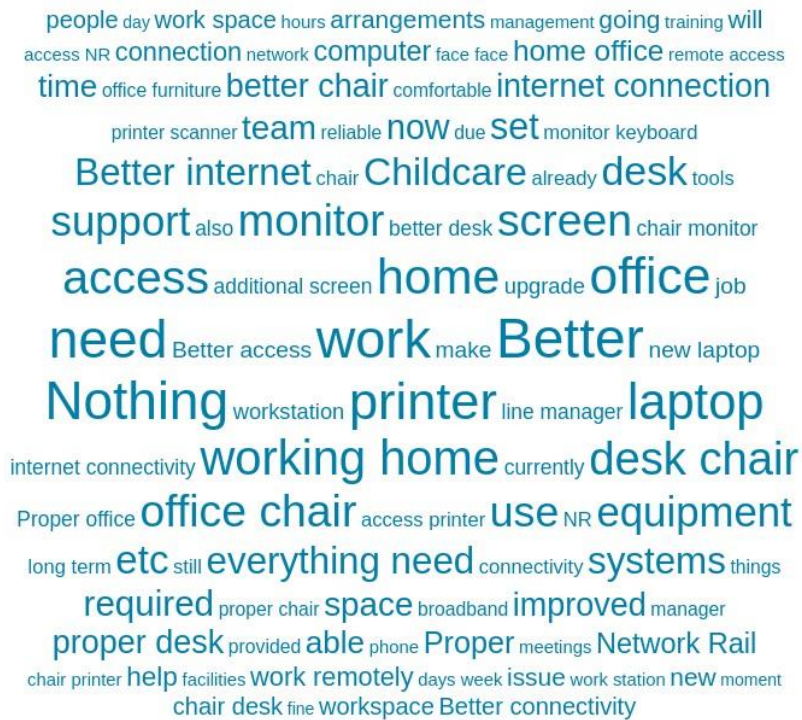


Q5 Thinking about your current working from home arrangements, how long is this something you could comfortably maintain?



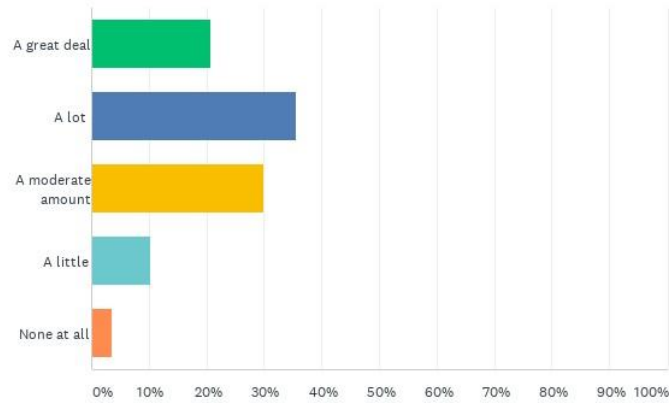
Key words you used...

Q6 What would you need to continue to work to work remotely?

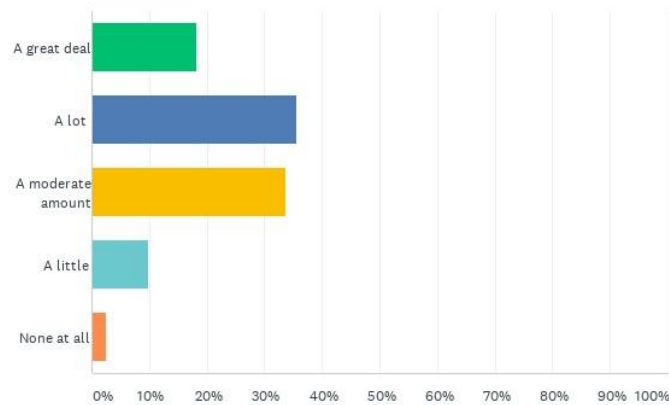




Q7 How confident are you in the company's leadership team to make the right decisions to manage through this crisis?

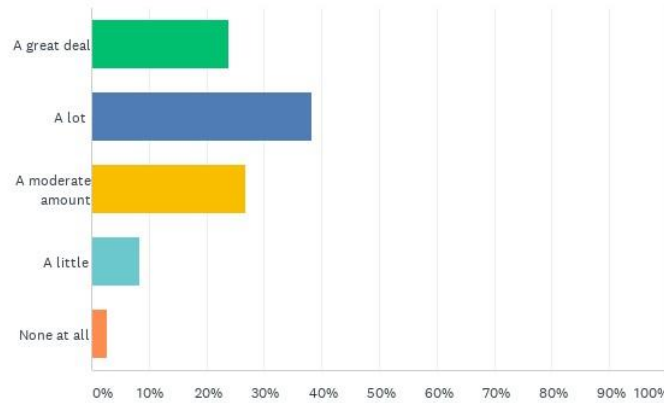


Q8 How confident are you that you have the right resources and benefits from the company to help support you through this period?





Q9 Outside of work, how confident are you that you have the right support network to help you through this period?

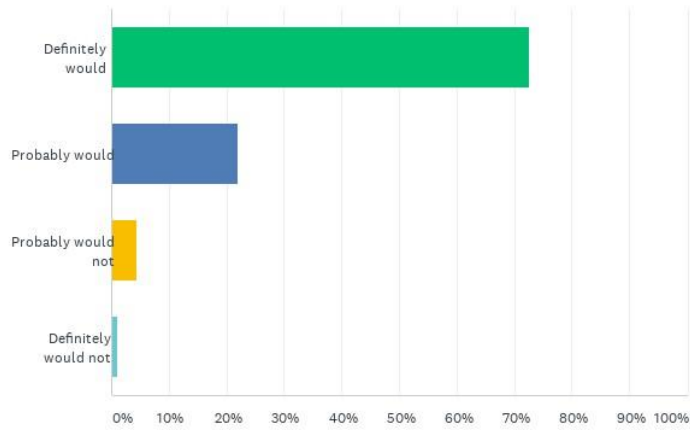


Key words you used...

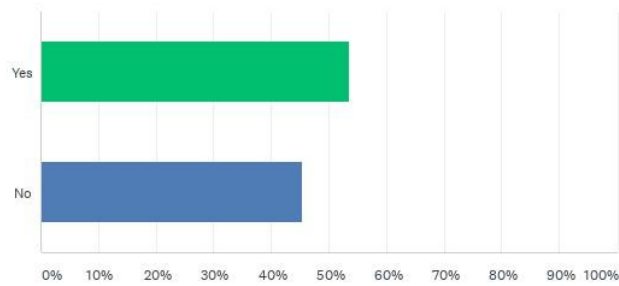
Q10 What is your single greatest work-related concern right now?

management well company miss S Maintaining still hard work office site  
changes productivity day etc concerned commute long term Covid  
impact new others even going continue safe take  
public transport access keep Network Rail return work  
Communication return office office environment time family Lack  
also able without office much staff managers people  
manage team train will NR work use go back role  
working home pressure social distancing  
travel back office difficult job whilst home way need feel  
workload lockdown issues place colleagues may  
back work now None virus support risk due use public projects  
worry future want PPF system Job security business good safety make depot  
face face working hours know things meetings PPE return line manager

Q11 Would you prefer flexibility in your future working environment?

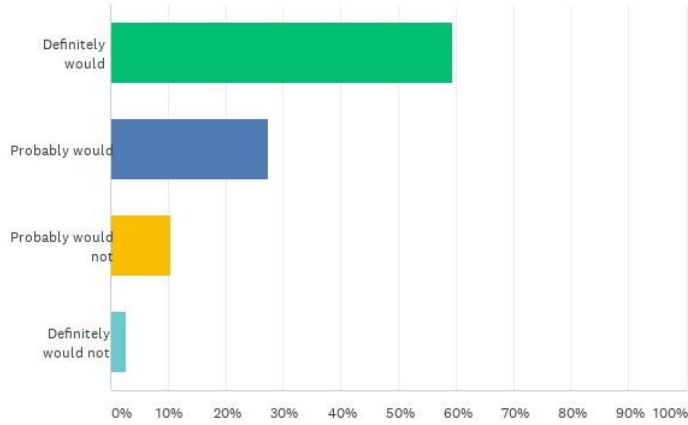


Q12 During your 1-2-1 and performance reviews do you discuss your progression and flexibility in terms of work hours, day, locations?

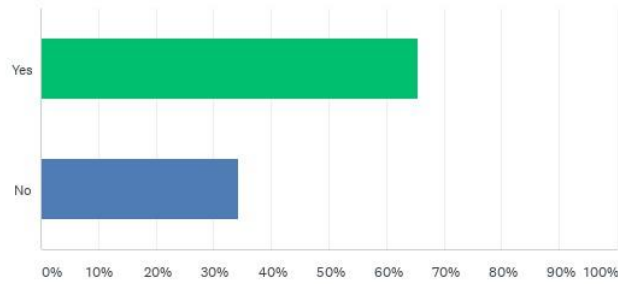




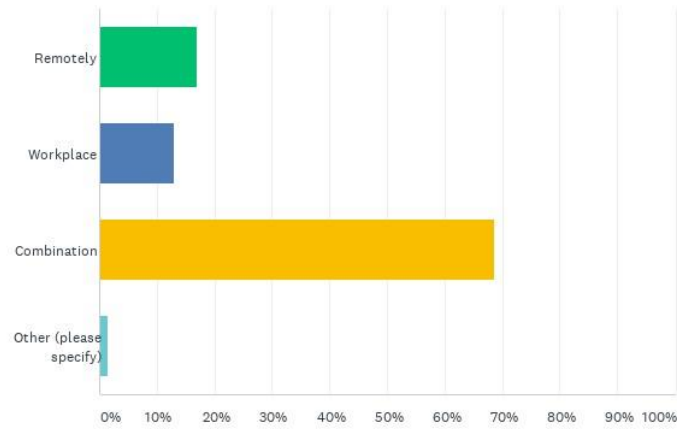
Q13 Would you prefer more meetings to be held as conference calls / MS Teams Meetings to save on travel?



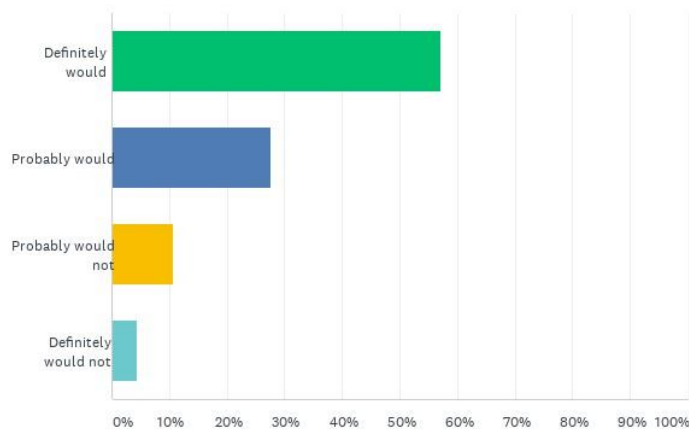
Q14 Do you think there are regular opportunities to discuss the different types of flexible arrangement that are open to you?



Q15 What is your preferred working environment? "



Q16 Would you support the following statement: "All NR personnel shall have flexible working unless they apply not to?"





Key words you used...

Q17 What changes to your working environment would you like to be part of NR principles?

able work opportunities see reduce role work locations change policy now go rather  
given sure choice working environment opportunity work space face face  
home office flexible hours required way think agile working possible  
provide travel really flexible workplace team also staff able days  
work life desk ability remote working part time set  
meetings hot desking good available working  
remote flexible working will work home  
working arrangements office WFH need long home  
life balance flexibility management work remotely  
encouraged support Trust None office space people etc  
flexibility work option work use open plan NR arrangements hours  
access ability work equipment manager line manager option much  
location Greater Less one days week even allow necessary working hours  
hot desks make MS Teams social distancing allowed work employees face meetings  
job everyone

