

## Here is what you have had to say so far.....



### Theme – Function

Fundamental, basic requirements for any workspace which are not being met

#### Do you experience a better work-life balance when working from home or working from your assigned/location?

##### Malvern

1. 3 days in office and 2 days WFH is a good balance. I cycle in and cannot carry the huge/heavy work and modnet laptops when cycling in.
2. I have had a laptop and worked from home occasionally since 2006. Work-life balance no different WFH or office. I need to get fully adjustable chair before return to office.

#### Do you have any suggestions for how QinetiQ could support your wellbeing at home or at your assigned site or location?

##### Boscombe Down

3. Allow us to continue working from home. Quieten the open plan offices for when we have to come in.
4. My general wellbeing is excellent; my current hybrid working patterns work well.  
I will shortly be extending the legs\* on the desk I use at home to make a permanent 'standing' desk.  
- That's the one thing I miss (& frequently need). \*At my own expense. I cannot afford a fancy adjustable desk & it is inappropriate to request one for home use.
5. Better screens and chairs for working from home. My eyes are strained using a small screen.
6. Communication - often because some of the team are in office and others are satellite from home we get forgotten. This leads to isolation. Also DSE issues are difficult to deal with at home, Chairs for example - really difficult to reach the DSE coordinators and fix things.
7. Continuing to develop and invest in tools to allow for improved collaboration is important. Ideally it shouldn't matter where or when anyone is participating in a project - it's the timely high output that matters.
8. Difficult doing WebEx in an open plan office e.g. BDG 627 at Boscombe Down.
9. Ensure video conferencing facilities on site are adequate to cater to meetings when colleagues are a hybrid of home working and present in the meeting room.
10. Having a desk to return to at my home site that is mine rather than a hot desk
11. Home - better IT (already being debated). Site - decent offices.
12. Improved screen, chair and desk
13. Install fibre broadband (I am on copper)
14. make it easier to access equipment that makes home working easier. Have better collaboration software like MS Teams

**Do you have any suggestions for how QinetiQ could support your wellbeing at home or at your assigned site or location?**

**Boscombe Down**

15. My onsite location would benefit from being less open plan and more spaced out desks, as it is hard to concentrate and focus at present when in the office if there are more than just a few people in.
16. no suggestion. positive wellbeing is driven by reduced commuting time. I gain 2 to 2 1/2 hrs. per day by not commuting. I have no issues with coming into the office when required and find the office environment comfortable
17. None at present. As the majority of my work is done with people I have very little daily physical interaction with, I find I can do my work with the tools provided as good as or even better whilst working at home and a weekly visit to the office covers all other necessary bases.
18. Office equipment budget allocated to each person per annum
19. Provide heating in our building where our office is
20. Provision of office equipment such as an office chair would improve my working from home experience.
21. QinetiQ have provided a laptop and a monitor to make hybrid working (switching between working in the office and working from home) easy. I have the same access at home as I do in the office. I think what QinetiQ can do is to continue to provide this support. Thank you.
22. So at home I'm comfortable with a good chair, table and displays. I also don't have to listen to the 'non project chat' that seems to escalate from the 'leadership' end. In the office we need acoustic panels and dividers but that suggestion was frowned upon as it reduces visibility of the workers from the other end. Introduce the panels, reduce the noise.
23. support in provision of suitable office furniture/facilities would be helpful.
24. Taking a work chair home was a godsend for my back.  
A large screen at home was a massive benefit.  
Having a proactive manager to contact me regularly was helpful.
25. Wireless headphones for Webex meetings are needed. I currently use corded ear buds. The quality of the sound is poor and I'm constantly getting stress by getting tied up in the wires.

**Malvern**

26. Ability to print documents
27. Allow more time for team meetings
28. Allow to work from home, have a fortnightly day in the office for the team.
29. At site, having low distraction spaces for focused work (i.e. not open plan).
30. Better equipment
31. Better IT systems including MOD compatible VTC and systems that work consistently
32. Better tools for collaboration. More time in the day for non-work interactions.
33. Company already provides phone, laptop and big monitor, so I am well set up.
34. Continue permanently with adaptive working.
35. Continuing to improve the things we use frequently such as networks, hours booking etc.
36. Create nice/modern working environment in all buildings
37. Ensure we have the equipment and access to work from home. To be fair, QQ is better geared up for this now.
38. Give me a laptop stand and a keyboard to use at home
39. Have better online tools and processes to help me work. For example, Teams is a really powerful

**Do you have any suggestions for how QinetiQ could support your wellbeing at home or at your assigned site or location?**

**Malvern**

40. I feel the lack of modern equipment in my office really needs to change
41. Improved access to MODNet (S) and better WIFI for MODNet (OS) would help and reduce some time on travel to customer sites.
42. IT Provision for software development needs improvement - it is very difficult on REST and other options have been discouraged
43. IT services are poor to access and slow to resolve issues.
44. I've tried the new MWE and I had DSE challenges across the board from the new chairs, the monitor locations (height, distance).  
Also the poor mobile coverage at Mal makes my job difficult.  
Having to wear a headset for Webex in a shared office is a pain when I can have up to 6hrs a day.
45. Keep meetings to a minimum, have areas where people can work alone to enable to get on with work
46. make it more easier to get the equipment I need, getting a desk assessment appointment takes a long time.
47. Make the office buildings feel nicer by giving the offices a lick of paint, replace the ageing carpets
48. Maybe more formal help with setting up a home office, but not a monitory amount, as employees might be tempted to take it and spend less, and so not achieve the better environment.
49. More breakout rooms on site.
50. More meeting facilities on site. More plentiful and reliable VTC facilities on site
51. More teamwork, more direct contact, less bureaucracy, automated systems AI
52. My work from home desk and provisions for the office are perfect.
53. Not unless it can buy me a house with a private study, not a lot.
54. Only one extra thing would be able to print from home, and have easy access to secure disposal of confidential etc. documents rather than having to come to site for their disposal.
55. Only one extra thing would be able to print from home, and have easy access to secure disposal of confidential etc. documents rather than having to come to site for their disposal.
56. On site it is critical to have at least 2 high quality large monitors, docking stations (and ideally a laptop riser) so I can be as productive in the office as I am at home
57. Permit printing at home. This would reduce the need to stare at the screen for hours, thereby reducing eyestrain.
58. Plentiful supply of sound proof single/small office available to have Webex/small meetings. (Like the small meeting rooms in AT?) e.g. I have 6 meetings today on different projects it would be impossible if not WFH.
59. Provide appropriate equipment, Chairs and IT hardware (i.e. headsets for holding meetings)
60. provide hybrid VTC to allow an onsite meeting to easily be joined from home so all feel they are equally involved
61. Providing all the facilities and equipment I need to do my job. I see as any measure of preventing me from doing job effectively ( such as defunct managed print service or blocking orders against overheads) puts profit ahead of my well being.
62. Providing all the facilities and equipment I need to do my job. I see as any measure of preventing me from doing job effectively ( such as defunct managed print service or blocking orders against overheads) puts profit ahead of my well being.
63. QinetiQ can't sort it but I don't have the luxury of a home office, I have to work from the kitchen table.

**Do you have any suggestions for how QinetiQ could support your wellbeing at home or at your assigned site or location?**

**Malvern**

65. Subsidise work chair and desk purchase
66. The issue is my poor setup at home, but QinetiQ can't improve this as I have no location to implement a better solution.
67. The kit provided to work from home is a just a bit sub-standard - I'm still squinting at a 14" laptop screen. I suggest a working from home package (screen, docking station, Bluetooth headset, keyboard, mouse etc.).
68. The open plan offices are not fit for purposes for doing work that requires concentration. As a minimum I'd like a cubicle/pod to try and block out the noise
69. There is too much noise in the MWE, this is one of the principal reasons why I prefer to WFH
70. They could provide me with a DSE for WFM. Promote the fact that WFM supports tax breaks for FTE employees
71. Web camera technology would be useful as I use a large monitor and separate keyboard and mouse connected to my corporate laptop
72. Working out some way of printing when off site?

**When working from home, is there anything else that you need to be effective within your role?**

**Boscombe Down**

73. A docking station and monitor would be good, company should look at what a home IT setup should be and provide this to people.
74. ability to print would be useful , but in light of current security restrictions, can continue to work around by visiting sites.
75. At times a printer/scanner, however I would usually plan to go into the office and do that.
76. better electronic sign off tools (currently use emails)
77. Connectivity at home is generally faster and more stable than my normal site. Access to be able to print locally would be a significant bonus.
78. Everything I need is available on line via SharePoint, servers etc. I have regular meetings with my GL and TLs and as they are all over the country being in the office makes absolutely no difference at all. I make use of my work mobile, Skype, emails and Webex for communication. I am looking forward to being able to travel and visit the TLs and their teams face to face.
79. Faster laptop to deal with the Excel spreadsheets
80. I already have a work provided secondary screen at home, but an additional keyboard and mouse would be great to minimise how much equipment I carry back and forth between work and home.
81. I attend the office often enough to make use of the resources not available at home.
82. I have two large monitors and a dedicated desk/work space. I am really missing a printer that I can print to from my work computer
83. I'd love an adjustable desk at home. I'll be making a permanently 'standing desk' shortly.
84. Improved connectivity through the VPN and ideally the ability to occasionally print unclassified documents on my home printer
85. It would help to be able to print some documents. I have paid to set up my own office. It might have been nice to see some contribution from the company as part of hybrid working (other companies have done this). I do need better connectivity so will be having to invest in a mesh hub as mine can be really hit and miss (really bad for Webex meetings occasionally). My laptop is a very old model and I will need to replace it via IT soon.

**Do you have any suggestions for how QinetiQ could support your wellbeing at home or at your assigned site or location?**

- 86. Larger screens that are camera enabled.
- 87. Maybe something to lock my laptop in at night. I do not handle information above official but something small to lock my equipment in would still be useful. I come to the office to print but since the office printers are much better than anything I have space for at home I do not see that as an issue for me. My laptop could benefit from an upgrade although it works adequately. My work phone desperately needs updated.
- 88. Most stuff just works, AnyConnect can be slow at times.  
Ability to print occasionally would be handy, but I know this comes with significant technical challenges (and is thus better for the environment.... till I drive 120 miles to collect a print out)
- 89. I am on site once a week I am able to print off information if required and am able to dispose of that paperwork appropriately.
- 90. Occasional printing and scanning for wet ink sign offs. Alternatively, electronic sign off of forms could negate the need for that. Expense receipts could be photographed rather than scanned.
- 91. Permanent IT set-up - it is not credible to expect people who "work at home and office" to "pick up their desk" and move to home/work. Some aspects will need duplication (funding).
- 92. Printer / scanner would be good. I have room and a good chair but desk is a little small. A budget to buy stationary would assist e.g. note books, pens
- 93. Warm room - heating the house up takes ages and costs a lot.  
A work phone - my personal mobile takes a battering with all the calls.
- 94. Wider access to video conferencing services such as MS Teams. Better basic work mobile phone (as current version is very dated and not a good representation of a technology company!)

**Bristol**

- 95. A good headset for work laptop would massively help as 99% of the day is now spent on calls.
- 96. An improved phone connection - signal is limited and internet isn't particularly strong to sustain internet calls - would be great to have a broadband booster
- 97. Another monitor (which are currently on 6 months turnround) and a printer
- 98. good connectivity and better performing laptops which is easy to carry when mobile
- 99. I am old fashioned, and occasionally prefer to work with printed documents (in concert with on-screen) - which is a struggle if not on site
- 100. I have all of the equipment I need in my present role and I am close to a QinetiQ site if I need other equipment such as copiers etc.
- 101. IT coming down to home site to fix IT issues
- 102. The ability to use my own scanner / printer would be good (with a reimbursement for consumables naturally). Also I don't have sufficient space at home to set up a dedicated work station, but this latter point is not something QinetiQ can fix.

**Malvern**

- 103. Ability to print docs. Better work area but QinetiQ can't improve that even with a proper table because I don't have the room.
- 104. A Phone that is fit for purpose, a desk and chair, working software applications, improved IT support.
- 105. Access to shared software repositories (e.g. something like the Software Development Environment) would have been very useful.
- 106. There are times when a second (raw) machine would be helpful
- 107. Appropriate display and office furniture

**Do you have any suggestions for how QinetiQ could support your wellbeing at home or at your assigned site or location?**

**Malvern**

108. As long as REST is working OK and my mobile is working, I am OK. Probably my biggest problem is the poor work phone reception at home. Not sure how to solve this one.
109. Being able to print would be beneficial in terms of being able to create a diagram and then manually comment on it, but generally I think I have most things I need. Perhaps a laptop with touchscreen tablet functionality may address this so that this would be equivalent to a pen and paper but remain digital.
110. Better equipment. Engineering laptops so that we are actually able to use computers properly. Currently we have no access rights on our REST laptops.
111. Don't think so. My WIFI is slightly inadequate due to living in the countryside and can drop out but otherwise, nothing major.
112. For me I have storage issues because I live in a flat - so I can't readily have a permanent office environment. I would quite like a means to write notes digitally to reduce the amount of stuff I need to have to hand
113. I have to come into the office to print. I have to use personal equipment for zoom meetings with universities as REST does not support zoom
114. Multiple screens, rather than my own, a work phone where the battery lasts longer, a monitor stand to raise them to the correct height.
115. My home environment is currently not really suitable, I do not have a desk, or space for one (we are having renovations done) and working on a small laptop screen from the sofa in my living room has caused some DSE issues
116. My only issue is that my works phone signal is not brilliant from home, however I can normally get round this by arranging a Webex meeting instead.
117. Not to take up the dinning room, but that goes back to my need for a separate study. More space that I can lay out my IT more efficiently, have additional monitors and a proper office chair. Not having to dismantle the office when people come round for dinner would be nice.
118. Printing would be helpful as I occasionally require this. I supply my own monitor as it gives a substantial productivity improvement compared with QQ supplied ones. A faster PC and the benefits of MS Teams would also make me more efficient and flexible
119. Put simply, space! I have everything I need for 60% of my role here at my desk, but the space is limited, the Ergonomics of my desk is compromised by lack of surface space, the desk height is incorrect, and I have no storage space for work items. The remaining 40% of my work requires me to work either form Customer Sites or the Malvern Site to access specific Systems which could not be provided at home.
120. some VOIP calling so that I can make and receive phone calls as if I am in the office. Phone calls redirected to mobile and having to get fellow workers to meet you on Webex gets us by, but not great for calling customers. And if I redirect office phone to personal phone I can receive calls out of hours etc.
121. The inability to print from REST is a problem. I often access open publications (e.g. from the IEEE) and reading them on screen isn't the same - I need to annotate and highlight. I can't access such documents using a home PC to enabling printing, because we have a corporate subscription
122. Virtual resources, development machines/VM's other remote lab resources (other employers do this). Have access to nothing at home
123. Would be useful to be able to print to my home printer from laptops on the REST network
124. Use of my home printer would be good.
125. Unclassified computer for research and development which is linked to my role



## Can you tell me about some of the positives when working from home?

### Boscombe Down

- 126. Far less distraction, some of my investigative role requires isolation due to sensitive subjects and confidentiality which cannot be achieved in an MWE or open office.
- 127. I am better able to focus on my tasks compared to the busy office and Webex and phones work better as mobile signal and network performance at my office is poor.
- 128. I can make time work for me. I can take my meds without delay. Collaborative working is very possible from home but needs IT investment and some training.

### Bristol

- 129. I can make time work for me. I can take my meds without delay. Collaborative working is very possible from home but needs IT investment and some training.
- 130. It has less distractions than the office where colleagues often want to have a chat over a coffee. If you need to concentrate on a particular task you can just switch your phone/WIFI off and be free of distractions. In the office people can always come and interrupt you. Video conferencing is better at home because I have faster WIFI and better facilities than the office.
- 131. Working time flexibility (when not working too much over allotted time...). I have access to a second, large computer screen, which is really useful for multiple windows (not sure if they are available at all desk locations in-office?).

### Malvern

- 132. Ability to quickly context shift, far fewer distractions, more comfortable working environment, better IT setup, no commute, no need to wear headsets to do calls, easy access to kitchen, my own temperature controls
- 133. Don't have to find a meeting room for calls to avoid distracting colleagues
- 134. I can concentrate more on a specific job. Less distractions. Plus I have a better monitor at home. The monitors in my office are over 10 years old
- 135. I don't have to find a meeting room to make sensitive/confidential calls, which many of mine are
- 136. much less distraction from work colleagues;  
much easier to concentrate without open plan office working; firewalled conversations much easier and safer
- 137. No commute so time back for other activities. I have a great monitor & comfortable chair at home which makes it easy to focus on my work. I also enjoy the quietness of working from home
- 138. No commute time.  
I can listen to the music without headphones.  
Good mobile coverage.  
Comfortable DSE working.  
Better monitor (32" QHD).  
I can take calls / Webex without a headset.  
Can walk the dog at lunch time.
- 139. No loud teleconferences from other people in the office, so I can concentrate better. I can walk around the garden if I need a break. I don't have to drive anywhere.
- 140. Quieter, fewer disruptions. Can control the temperature and lighting. More flexibility in working hours. Better access to the internet. Better furniture. Can wear whatever I like. Just far more pleasant to work at home.

## Is there anything else you would like to tell us or anything we have missed?

### Boscombe Down

- 141. Breakout spaces to get away from your desk when in the office at lunch.
- 142. I appreciate the opportunity to share the feedback. I am interested to see how we will work when back on site. I am keen to move my team to the lovely new suite in 627; it is such a stark contrast to 456 which just isn't anywhere close in terms of IT set up (docking stations and screens, new desks and MWE) and the meeting facilities are so much better. Better VTC facilities will be needed to ensure those working off site can feel more inclusive
- 143. I miss the ability to collaborate by drawing freehand on a white board as I would have done previously.
- 144. I prefer working from home but with opportunity to use site facilities. We are desperate for collaborative work spaces at site. There just isn't enough meeting rooms with video conferencing.
- 145. If required to hybrid work, I require a specialist desk with no overhead lighting and a special chair for back issues in a quiet area (suffer from severe migraines)
- 146. I'm glad that I have a lower carbon footprint when working from home. Also happy that I can go to site occasionally (although QQ should improve process on booking a suitable desk / room (for a single person, or a meeting, workshop etc.).
- 147. In order for us (QQ) to demonstrate ALARP, there should be more focus on home DSE assessments and review by a SWEP person.
- 148. Just one on issued IT equipment. Adaptive working is being introduced and I see myself going back to the office a couple of days a week - this will facilitate some team collaboration etc. which is a bit awkward via Webex. I need a large monitor to work (software engineering) and shipping one to and from the office as well as a laptop & keyboard etc. would be a pain (and next to impossible on a motorcycle). I was hoping to obtain a second large corporate monitor & keyboard for home use allowing me to just carry a laptop back & forth...
- 149. wfh is great, depending on the job. I feel that I'm working more hours, as it's easy to keep working past the bell. in some offices, you have to leave at a certain time, or you get locked in -- might have to implement that at home. Getting additional equipment to make it easier to work is also key -- Q should supply headphones and at least 1 (if not 2) additional monitors -- it just makes it easier to work. giving better kit makes the job easier and more productive.
- 150. You forgot to ask about peoples feelings ref saving the planet, keeping traffic off the roads and the pollution created by commuting. You also didn't ask for feedback on Webex, which unlike Skype is more difficult to set up an instantaneous video call.

### Malvern

- 151. Although I can generally work from home I do require on-site accommodation to store files/records and equipment.
- 152. Blended working - a combination of WFH and the office is the way forward.
- 153. It would be good to acknowledge that for many of us our team leaders are not involved in our tasking and do not necessarily have any understanding of what we do. In my case we are based at different locations so working from Site (him Bristol me Malvern) makes no difference at all to working from office or home. It is a misunderstanding that they all have much relevance to our daily lives.



### Is there anything else you would like to tell us or anything we have missed?

#### Malvern

- 155. maybe one or two days in work and three at home whilst working full time would be the best flexible way of working or look at the 4 day weeks which is being discussed in the media
- 156. Please look into making more networks than REST accessible from home. E.g. Uncle / Asgard.
- 157. The main constraint on working from home is access to higher classification networks., and so there is only a small fraction of my job that can be done as WfH
- 158. Working from home could be made better and more efficient by providing sufficient collaboration tools such as JIRA/Confluence and full functionality of MS Teams. Without these sorts of tools there will always be a struggle for those working from home.
- 159. Working from home may not suit my next project. I would like to work from home when it is appropriate for the work I am currently doing.

## Here is what you have had to say so far.....



### Theme – Efficiency & Productivity

Considerations which influence working outputs and time management

**Do you experience a better work-life balance when working from home or working from your assigned/location?**

#### Boscombe Down

1. A balance between the two depending on what work is being produced at the time
2. A mix of both is best for me. Home can be more productive as I don't get pulled into conversations, meetings etc. But home can at time be too easy to work too many hours as it's so accessible.
3. I have more control over my work life balance by hybrid working, as ordinarily it removes 2 hrs. commute each day.
4. I mostly work in FRN and Home. I prefer only to attend in person if the meeting requires that workshop experience, otherwise it's wasted travel costs as my team are not located at my home site.
5. Nearly the first answer - i.e., WFH, but it's not as simple as that. I normally cycle to work - about 1 hour each way. This would take time out of my non-working periods. What I'm saying is that I am able to save the commuting time while WFH. I still cycle daily, but usually 1 1/2 hrs. or so before starting work. The commuting time saving means I can prep food, do some domestic jobs etc.

#### Malvern

6. I find a 60:40 split - 3 days at home, 2 days in office (or F2F meetings with suppliers / partners at their sites) works best for me
7. I love working from home for the extra time it gives me, but my home setup is not as capable as the office ones, and I prefer the work/home separation from being in the office - so it's very variable
8. Work life balance from home and work tends to be the same and is excellent from either.

**Do you have any suggestions for how QinetiQ could support your wellbeing at home or at your assigned site or location?**

#### Boscombe Down

9. Let me work from home. Don't drag me into the office. WFH reduces my commute and allows me to get things done round the house at lunchtime.

**When working from home, is there anything else that you need to be effective within your role?**

#### Boscombe Down

10. Let me work from home. Don't drag me into the office. WFH reduces my commute and allows me to get things done round the house at lunchtime.

### Malvern

11. Better working practices among teams - we need training in how to get the best out of distributed working.
12. More team communication/engagement perhaps, but that is project specific

### Can you tell me about some of the positives when working from home?

### Boscombe Down

13. Ability to manage work/family commitments by flexing day and enable better work-life balance.  
Reduced travelling.  
Ability to arrange meetings more flexibly as people aren't travelling so much to site(s).
14. A nicer working environment; greater flexibility; no commute
15. Ability to concentrate, minimise interruptions, longer working day due to being able to work during time that would be spent commuting
16. Able to easily put in extra effort to meet a deliverable, early starts do not affect the household.
17. Able to run / attend webex without having to find an extra meeting space.
18. Better work life balance, less none productive time spent travelling, can fit more work in as less time spent moving between meetings and less Carbon use so contributes to net zero
19. Distraction free, more productive. Flexible working hours.
20. Do not have to do a long commute to work.  
Do not have to work away from home on a regular basis.  
Can be more flexible in working patterns.  
Can be more productive - less distractions.
21. Easier to concentrate, getting two hours of my life back by not having to commute
22. Quieter environment (Children all grown up), I have my own study and desk (no sharing), my broadband is faster than the company's LAN, milk is in the fridge without it getting stolen, teaspoons in the drawer without them being stolen. No loud telephone calls from those I share a BCE office with. I can go on...
23. Focus, linking with people on different sites and location with parity
24. Focused, no distractions, more hours worked, less commute time, cost effective, Collaborative as we have the tech to ensure this, organised, SAFER!
25. Free from distractions, or people catching you or stopping you mid working. I'm able to go for a quiet walk and can get creative time when I need it.
26. I am able to focus on my tasks better without being drawn into impromptu office discussions and unscheduled meetings. Overall, my working day is shorter as I do not have to commute.
27. I can concentrate and focus, I can also communicate effectively, and I can think about issues, come up with ideas and solve problems; all from when working from home.
28. I can start early and get things done before meetings.  
I don't spend 15 minutes walking to the coffee shop!
29. I love it. I can concentrate better. My problem-solving ability has greatly improved. My performance in FY22 is better than FY21.
30. Less travel time, flexibility to work nonstandard hours to enhance lifestyle (e.g., longer lunch to exercise & later working into evening to accommodate this with no impact on workload).
31. More time focused on task due to lack of distractions or time spent commuting
32. No Distractions, take breaks at natural work pauses, much more relaxed, Get a lot more done-by far.

### Boscombe Down

- 33. No time spent on commuting (4+ hrs. is returned to me). Ability to fit in exercise over a lunch break, ability to have flexible working patterns if/when required. Not adding up to 600 miles a week to the car (5 days@120 miles)
- 34. Quite to concentrate, improved time management, flexible working, more efficient less distractions
- 35. Reduced commute time, no long dark commutes over the winter months, ability to use flexi working. Quiet, peaceful (more so than the office), less distractions.
- 36. Significantly less distraction than when in an open plan office.  
Ability to receive packages at home.
- 37. Work/life balance improved, significant change in daily driving requirement (normally 2.5 - 3.5 travelling time and 100 miles), ability to 'focus' on priorities without spurious interruptions, less frustration as a result of not achieving 'output'. Ability to think through with clarity.
- 38. zero commute. 2 1/2 hrs. saved each day. less stress from travel

### Bristol

- 39. Ability to concentrate, greater time management, less distractions, more focused delivery, greater innovation
- 40. Better focus, avoids interruptions, more work-life flexibility
- 41. comfortable work environment, no fighting with the commuter traffic, easier to work around the school run
- 42. Flexibility, able to concentrate without distraction, no wasting time on the rush hour commute.
- 43. I find I have less social distraction from my work at home vs. at the office. I also find work life balance much easier with a zero-commute time.
- 44. nice quiet environment, ability to find time to exercise, ability to receive deliveries
- 45. No commute time means more time for personal activities, like walking the dog. At home I can just get my head down and deliver too. It also makes other tasks - like a trip to the dentist- so much easier
- 46. No commuting (saving 90 minutes a day, and no travel expense). I can get on with things at my pace and take a break when I want. No distractions from noisy colleagues.

### Malvern

- 47. 55 miles round trip commute is avoided. Better carbon footprint and an hour each side of the working day.  
I have a quiet office to work in at home.  
It is easier for personal appointments like dentist and doctor, although this is not very often to be honest.
- 48. Better use of time (not having to commute), being able to help my wife with household tasks (which in turn frees up time at weekends). Easy to get blocks of time to concentrate on tasks
- 49. Concentration, not many distractions, nice office and having someone (my partner) to go to tea breaks with
- 50. Easier to focus and less distractions. Find it easier to meet hard deadlines.
- 51. Even more flexibility than usual. Saved commute time.  
I am on the phone / Webex a lot, and some calls are sensitive. So, I can make those calls immediately rather than having to book and move to a meeting room. That is very handy.
- 52. flexibility for childcare  
ability to easily work into the evening and early in the morning when working with international teams  
reduced travelling  
reduced costs for food etc.
- 53. Flexibility, time set aside for concentration away from colleagues (i.e., good for writing reports)

## Malvern

54. Freedom to work when I want. Freedom to wear what I want.  
No commuting, less daily travelling  
Freedom to received parcels at home.
55. Greater control over moment-to-moment activities. Able to focus and concentrate, generally with less distractions. No time lost to commuting.
56. I am able to avoid a hefty 2-hour commute in the morning, meaning I'm much more fresh and ready to go once I'm at the desk and also able to give my work more time (on top of my contract hours), I have found that I am far more efficient when working from home in meeting deadline and in the quality of my work.
57. I can actually concentrate on what I'm doing when I'm at home. In the office it's far too noisy and I regularly get interrupted
58. I can go to 09:30 scrum meetings (in my pajamas) which I wouldn't normally attend as I usually get on site at 10:00.
59. I can manage my time far more effectively and build in regular exercise, management of personal requirements and family life
60. I don't have to drive all the time, I can also look after my mother more effectively
61. I get a more relaxing weekend because I use the time saved commuting to get my housework done early, so feel refreshed. I can freely move around on telecons and webexes without disturbing other people. If I have a very in-dept technical bit of analysis to do I can really buckle down and get on with it with absolutely no distractions. I can listen to music without headphones in, which just gives my ears a rest from trying to block out sounds in the office. And, though this will hopefully be less an issue, I can go a whole day without really thinking about PPE
62. I tested positive for covid and was able to continue working as I had already setup at home. I save travelling time and fuel. I can work flexibly. I usually stop working at 16:00 and restart at 21:00.
63. I work part time, so it is easier to spread my hours over the day and avoid travelling to site during peak traffic times. I can concentrate more sometimes. I can go for a walk without someone clock watching me
64. I'm able to concentrate on work at my own pace. I've been able to flex my schedule, while still being able to communicate with my team using my work phone
65. Lack of a commute (time, money, stress), ability to start work immediately when busy, ability to pause work for home tasks and resume later. Ability to concentrate without disruption
66. Massive improvement in work/life balance. No distraction from working in a large open plan office. Reduced environmental impact as not driving to site
67. More personal time as it removes commute  
easier for Webex meetings  
More flexible working hours
68. More time released back in the day and easier to shuffle between home and work tasks at the very beginning and end of the day, or to undertake other homelife tasks during lunch break.
69. No distractions, quieter so easier to meet my deadlines. Can do everything I can in the office apart from print off or use the copier.  
It's nice to be home before my child finishes school so I get to see him more than I would working in the office. Daily exercise and unwind from any stress I can go and take the dog for a walk.
70. No long commute. Working hours more predictable due to lack of traffic disruptions i.e., road works. I can work in a quiet environment that is under my control, whereas at work I am constantly disturbed by the continuous chatter of people on phones. I am able to think and concentrate much more when working from home. With the time I gain from not commuting I can take a run each morning which is better for my health.
71. No need to spend time travelling to work. Can more easily interweave home tasks (paying bills, dealing with tradesmen etc.) with work ones.

## Malvern

- 72. No time needed to travel between meeting rooms. No commuting time. No fuel usage / environment impact. Quieter - less background noise (better for vid conf). More productive.
- 73. No wasted time on travelling. Being able to queue up interruptions as they are not physical. Quiet work room as I'm on my own (using converted garage).
- 74. Quiet and comfortable working environment.  
Easy access to colleagues via WebEx without disturbing others.  
No need to commute.
- 75. Saves me an hour of driving a day. It's quiet (compared to a noisy open plan office) which makes it easier to concentrate. Currently it is easier to screen share over Webex than to try and screen share a laptop in a meeting room
- 76. Space to think. Achieving flow. Better technology for accessing Internet tools. Less distractions.  
Better use of time (no wasted time community). Flexible time management, I could go on all day...
- 77. The greatest benefit is the reduced distraction. Not working in a noisy office has been amazing.
- 78. the no commute and no distraction from colleagues wanting a chat
- 79. Working in pyjamas! Not judged by appearance but by what I say. Available for postal deliveries etc.  
Can help family when needed during the day.

## Is there anything else you would like to tell us or anything we have missed?

## Boscombe Down

- 80. I only live a few minutes from work, so it is easy for me to flip between WFH and my normal site. I am so lucky (or was it planned?)!
- 81. I would strongly encourage QQ to continue its stance on adaptive working as I am huge proponent of working from home.
- 82. WFH really has helped me achieve so much more, deliver so much more and has really benefited QQ
- 83. Working from home is a positive experience for me and been productive too.
- 84. Yes. I work with people who are located around the UK and not those with whom I would sit when on-site. There is no benefit to either myself or my employer by having me come into the office.

## Malvern

- 85. Commute costs, travel times. I have to commute north to my main site and south to my customer sites. When working from home, shouldn't my work time start from when I leave to head to a customer location. Those that live near the site do but those that have a commute have to deduct this, why? We already make a commitment by travelling at our own expense to our normal place of work. So, when travelling to a customer location why not give everyone the same level playing field, your day starts when you leave home?
- 86. Positive: travel time to work greatly reduced and time is spent on output.
- 87. working from home has increased my productivity as well as providing strong focus on problem solving



## Here is what you have had to say so far.....



### Theme – Motivation & Wellbeing

Matter which allows for positive and encouraging experiences in the workplace

**Do you experience a better work-life balance when working from home or working from your assigned/location?**

#### Boscombe Down

1. A slightly different experience but generally the same level of work life balance
2. I feel I would get a better work life balance if we had hybrid working.
3. I'd like a mix of the two as there are mental and physical benefits to each.
4. Pre COVID lockdown, I worked well at home generally a day every month or two, with less interruptions. Meetings were spaced out enough to get around site, and there were great chats and offshoot conversations in the margins that helped things move along. I always spent a day or two a week in another site location to collaborate or go to meetings. During COVID/now, I would say there is now over reliance on some tools e.g., Webex. I have days where I am back-to-back in collaboration or team meetings, 1:1s on Webex etc. Its quick and easy to send a meeting invite so while it has clearly been a godsend during lockdown, some days I have 10 or 11 meetings which is exhausting. Knock on: no time to take a break or get a task done between meetings, which means I then have to try and tag those elements on to the end of the day (and there is no time for tea/lunch/comfort breaks). We need a better etiquette going forward as while the advice is 'don't accept the meeting' that would be seen as uncollaborative / against QQ behaviours. When I have started to come back on site to collaborate with my team, I have days where I am back-to-back in meetings on Webex which I could do at home. It's a really hard balance and something I know I need to manage, without coming across as non-team, but do feel we need to be more conscious of the level of productivity which can't be maintained. Work life balance can be really bad as can workload.
5. Working from home is good for concentration and to some extent W/L balance. It is poor from an interactivity POV and workload due to the perception of always being available.

#### Bristol

6. I like to mix it up a little. Sometimes it's better to work from home for personal reasons. Others, it's better to work in the office to break the monotony of working and living in the same space (plus cycling to work forces me to exercise). I love working from home for the extra time it gives me, but my home setup is not as capable as the office ones, and I prefer the work/home separation from being in the office - so it's very variable
7. It can be more convenient working at home, but quality of life can be better if in the office.
8. My experience is probably equal. I don't feel that WFH or on site is any better or worse for my WLB.
9. my work/life balance is equally good regardless of whether I work at home or office

#### Malvern

10. A mix is best. I work part time, 3 days a week. 1 day spent in the office per week would probably be ideal.

12. Both give me benefits. At home I can concentrate, and I finish promptly, At the office I interact with other staff, go to the gym. They both have good points and not so good
13. I enjoy a mix of working from home & working from the office. I find both options contribute to a healthy work life balance
14. I prefer to work onsite; I combine it with school drop off and pick up. But during school holidays, it has been very helpful to work from home on more days. You have the typical problem of 2 working parents and long school holidays. At home I am around at lunch and save time with no travel. Ditto when they are ill (recently kids went down with covid & I was able to continue to work effectively at home for over a week).
15. I'd like to go more back onto site, but I do not have a nice office to be in within my team. Most of my team are in CB building and I have felt uncomfortable working in the offices in there as they are cluttered and there is not enough space
16. Physically healthier lifestyle when working on site, but more convenience working at home.

**Do you have any suggestions for how QinetiQ could support your wellbeing at home or at your assigned site or location?**

**Boscombe Down**

17. A discussion needs to be had about energy usage when working from home and who foots the bill for it.
18. A reduced reliance on email would help to give the "feeling" of achieving, as many tend to send one-line emails - which just fill the inbox - better use of instant message could significantly address this.
19. Allowing people, the choice to work from either. Not having mandatory meetings that have no virtual option
20. At work - it would be good to have things to do that can provide a break from the screen.
21. Being able to maintain the option to WFH is incredibly important to me now
22. Being aware that people might log in earlier and log out later than a typical working day, so that during the winter a longer lunch break can be taken to take advantage of exercising during daylight
23. Better Webex meeting etiquette.
24. Encourage social (virtual) interactions. We have a weekly half hour team , a tea club, which I think is a great idea.
25. Generally positive but there are downsides such as loneliness and not feeling part of a team
26. I am certainly more productive at home as I'm distraction free. I have a better home life due to the flexibility
27. I feel my wellbeing is supported
28. I really enjoy WFH the life balance has really helped my mental health. I am able to focus.
29. I suffer from PTSD and having the ability to work a couple of days a week from home greatly improves my overall wellbeing by removing certain triggers.
30. I think a mix of who and on site is good for wellbeing
31. I think it would be a good idea to have a subsidy introduced for utilities for working from home, especially in light of the hike in heating costs in APRIL 2022.  
Everyone I have spoken with in regard to working from home has sung its benefits although baulked at their utility usage. Most have seen their utilities impacted negatively, at the same time QQ will have seen a positive impact with fewer staff on site.  
The TAX break we are being offered via the Government helps although is not a fair representation of the costs associated with WFH.  
A WFH subsidy could be introduced as a way of sharing the costs.

### **Boscombe Down**

32. I think QQ are doing a great job already
33. I understand why we have to work from home, but I don't want to go to the office 5 days either. Or at home full time, a bit of both suits me. Too much working from home can make you feel isolated. It's more difficult to get stuff done when you can't go to site, base site or out at other sites.
34. I'm not sure that more can be done. Allowing me to attend site has helped.
35. Increase numbers of people on site.
36. it's difficult to say as everyone is different. I like to work at home when I want to rather than it be enforced. I work better with people than I do by myself.
37. Lack of physical interaction with people.
38. Local managers do not follow corporate wellbeing.
39. Manager check ins and team meeting via Webex
40. Mandatory breaks in Webex meetings (at least 5 minutes every hour)
41. More contact with my Team Leader. An occasional phone call from my Team Leader would help me.
42. More interactive team meetings, at the moment it is just the TL giving a long talk. It isn't engaging and does nothing to build team morale.
43. More on-site social events to get people together
44. More 'water cooler type' meetings moments, not necessarily scheduled but ad hoc, throughout the working day/week
45. realise that back-to-back meetings and availability drive up workload and stress
46. Reduced workload and duplication of information would allow us to focus on the things that really matter, and we can add value to.
47. Site facilities are poor - I get better food and more rewarding lunchtime activities when at home.
48. Staff dividend to cover costs incurred from WFH (heating, WIFI, electricity, furniture, stationery etc.)
49. Support staff so that their "home site" can be changed to one more geographically close. Continue to support home working for staff who enjoy it, rather than demanding a return to the office.
50. The negatives outweigh the positives, but the positives are still important to me. QinetiQ support me with my wellbeing. Better technology interface would improve this; however, I feel QinetiQ are doing all that they are capable of at this moment in time.
51. To allow the hybrid model to continue without variance from local managers preventing consistency.
52. When working from home I am consigned to a bedroom where I have to keep the blinds closed and work in low light which is not healthy and has resulted in my feeling more tired. Although this cannot be helped by the business multiple meetings (incl over lunch) and high workload mean that I am unable to get away from my computer to get much needed sunlight and fresh air.
53. Working from home is excellent. My productivity and enthusiasm have increased significantly. I now feel like I can focus upon delivery for the majority of the time. Please allow WFH to be a permanent arrangement!!

### **Bristol**

54. Continue to hold site social and CORTEX events that bring people together
55. Cortex talks and updates on what's happening at the site help me feel part of wider QinetiQ
56. Creating opportunities for social interactions with colleagues that I would otherwise experience working in the office
57. Doing most of what needs to be done, but reducing email as it is impersonal and introducing more modern IT would help
58. I do get bored working from home to be honest, so I sometimes need to visit the office to be in different surroundings (and force myself to exercise). Not knowing anyone in the office is still quite hard though.
59. I feel as though I am well supported.

## Bristol

72. I feel that I have more opportunities for physical activity working from the office, but I have more opportunities for mental health breaks when working from home
73. I think I have all I need from a wellbeing POV... my team is very inclusive, and we all keep in regular contact. QQ has provided many routes to help out with regards welfare if required.
74. I think the use of Webex and Teams has been a godsend and being able to see colleagues does help. I think I will do a split working pattern as it is also good to go into the office to see folk and to workshop problems.
75. Keeping in touch is important, but I'm fortunate that as a Project Manager I have frequent interactions with my project teams, clients etc. during a normal week
76. I miss the social interaction with colleagues.
77. Regular team catch ups
78. Regular, organised catch ups at the office.
79. The working day outside of planned meetings becomes more flexible hours and affords time to do other activities such as walking the dogs.

## Malvern

80. Allowing employees, the flexibility to be able to work from home is the main thing
81. an occasional team get together, not site or department
82. At home it is less distractions without people coming in and out of the office, it is far quieter at home (apart from half terms), and should I have a stressful day I can go and get some fresh air and take the dog out for a walk.
83. Being given the choice to work flexibly rather than mandated to return to the office - we've been working from home for a long time now and it's going to take a while to adapt
84. Better Covid precautions on site would increase my willingness & happiness on site. I only work on-site reluctantly at present.
85. Better equipment to use at home. More support for home workers who live alone and have no other social contact outside work.
86. Embrace hybrid working completely
87. Good in some ways, such as convenience etc. but can get tedious.
88. Happy to go onto site as needed rather than an expectation.
89. I don't come to the office because I do not like the completely impersonal nature of the environment
90. I feel 1 day (of your choice, or if there's a need) could be done in the office to touch base with people. However, it's not necessary to do this every single week. Once a month, or whenever you feel. Generally, working from home is a lot better - I save 10hours a week travelling and therefore fuel. I get my life back outside of working hours i.e., can walk the dog at lunch, I can go to the gym etc... before the pandemic I would leave my home at 7, work 8-4:30, drive home in traffic and be exhausted with no time to do anything I thoroughly enjoy and in support of my wellbeing.
91. I find it's easier to get stuck with work issues when WFH and it can be a little isolating on occasion - but it's much easier to take a more relaxing lunch break and I eat better when I WFH because it's easier to start supper prep towards the end of the day
92. I move less at home. I sit still for too long. I don't walk to work. However, I feel I can concentrate more on specific tasks
93. I prefer working from home as the commute is has got very bad over the years. I have an agreement to leave early so I can miss the traffic jams and then complete my day at home on the days I come to work. This benefits me, less stress, environment, less pollution from sitting in traffic.
94. In many aspects, it is improved. But after two years of C-19 I want to spend more time physically with colleagues
95. More informal chat groups to maintain contact

## Malvern

84. Isolation - and limiting of contacts to work needs rather than incidental meetings.
85. WFH is good some of the time but also need to meet colleagues on site to make connections etc.
86. Just let me work from home. I have no desire to work at the office. I would lose 2 hours in my day.  
This would dramatically and negatively impact my performance and view of the organisation.
87. Less back-to-back meetings when at home although occasionally it can be a whole day of Webex, 9 is my current record!
88. More social gatherings such as the BBQ at Malvern
89. My wellbeing is improved in some ways (time spent with my husband and son, walking the dog at lunch, financially better off) but negatively impacted in others (social interactions with my team and managers, sense of 'team' and identity as an employee)
90. Working from home full time just doesn't suit me. I am more active when in the office, and less so at home. That's not QinetiQ's issue to fix.
91. QQ could stop giving me a new boss/role every 6 months
92. Respect people's decisions to continue working from home if not required to be on-site
93. Role out mindfulness training
94. Stop back-to-back VCs with no pause for a walk/food or even a comfort break
95. Stop over subscribing people to work or expecting overtime/time in lieu. 9-5 only should be standard, force the company to become more efficient, as easy to work in.
96. Team communication is vital
97. The flexibility to make the best decision for you and your team to work from home or onsite
98. The remote working facility is enough. If I have to come in a lot, I face about a 2-hour commute that day, so I am more tired and, chances are, less effective at my job.
99. This is a multifaceted question and whilst it is great to be able to go for walks with the Wife and Dog during the day, easier to get a Coffee or Tea or simply to pop out for the essentials when required, the change in working within Defense brought about by the Pandemic has meant that days are filling up with endless meetings increasing stress to be at the Desk, on time and then trying to fit deliverable work in between the meetings. So as time has marched on the early pandemic benefits of fresh air walks and breaks has been replaced by the conveyor belt of Meetings and Work sat sedentary at my screen.
100. Wellbeing is being supported by hybrid working and leaving me to decide when I come to site
101. Working from home helps with being able to balance work and life elements (such as chores, particularly when living alone), but I do find that going onto site occasionally can help to break things up a bit more
102. Working times are elongated as not spending 2 hours a day travelling. Long days and back-to-back meetings make it harder to get time for walking and breaks away

**When working from home, is there anything else that you need to be effective within your role?**

## Boscombe Down

103. "Need" - no. "Like", yes. I would like a 2-draw filing cabinet, the sorts that are in the furniture store. But I'm told I can't simply do that as the process doesn't allow it. Instead of re-using a spare item, I'm told I have to put in a purchase order for a new item - what a load of nonsense. I harder to get
104. It would be good if QinetiQ could partner with someone, so we get money off stationery/printers for working at home

### Boscombe Down

- 105. More interaction from others.
- 106. This is moving into an area that is emotional as well as practical. I'm not sure that I know the answers, but I do 'feel' that I need something more in the way of support.

### Can you tell me about some of the positives when working from home?

### Boscombe Down

- 107. I can factor in other personal demands such as having more flexibility to organise household appointments e.g., boiler servicing, and yet still continue to work whilst this is ongoing, thereby leaving weekends free for relaxation/family time. Much better work/life balance!
- 108. Ability to concentrate, without distraction. Less wasted time through commuting. Time management as less interruptions. Eating better (healthy) as no need to go to Fast food outlets to get away from office noise. Better for the environment as less travelling/pollution. The list is endless.
- 109. Ability to work independently  
Quiet space/room to concentrate  
Flexible working patterns (if I want to take a 2-hour lunch break to ride my bike and clear my head then this is usually possible...)
- 110. Able to be on hand for emergencies, handling domestic issues. Opportunity to grab a break between meetings. Temperature control is better. Have windows open.
- 111. Able to manage own time better. More time to exercise and eat healthily by preparing own meals.
- 112. access to clean facilities (bathrooms - as I clean my own house), privacy to talk on phone calls or take part in sensitive Webex's without being overheard, not having to travel to meetings as they are effective from Webex which can be done from home. Staying warm in winter - often our buildings have defective heating, well-being as is easier to get up and walk around, take the recommended breaks from my computer. In spring and summer, I can have lunch or coffee break on my garden bench - soaking up Vit D and allowing me to rest my eyes by looking at different environments. To be honest the positives outweigh the negatives.
- 113. WFH has had a major positive effect on my mental health, I can flex my day as needed, my productivity has increased, I communicate better and more effectively as I need to be more aware of the availability of people I am talking to. I am generally a lot happier and more positive about work. I no longer dread it.
- 114. Distractions are of my own creation and therefore control. If I need to be distracted (to think out a large issue) I can do that. If I need complete solitude (for the same example) this is immediately available. I control my environment.
- 115. Easier to concentrate, less distractions, more productive, less time wasted travelling, easier to fit in private appointments without losing work time (e.g., doctors are 10 mins walk away and I can just finish slightly later to make up time whereas if working at the office it is a 1.5hr round trip!)
- 116. Feeling of trusted to be productive, don't have to commute.
- 117. Flexibility is key. I can pop out to pick up the kids from school and work the extra time to make up for it easily within the same day.
- 118. Flexibility of working hours vs personal life.
- 119. Flexibility, better work life balance, no commute, save money by not buying food and petrol, I find offices anxiety inducing places, so I am much happier working from home



## Boscombe Down

122. Freedom to start work at my choosing and not spending time and money having to commute,
123. Great home/life balance. Nice to take lunch time walks/exercise classes. Not having the commute every day.
124. I am close to my son's nursery, so I ultimately have more time with him in the mornings/ evenings. I spend less money on food/ coffees! I can manage my own work and achieve deadlines easier as no "at the desk" distractions.
125. I can control my own lighting, ventilation, heating. I don't have to sit next to, or in the vicinity of people who loudly crunch apples, engage in loud snorting or use the speaker phone in the office. I can be comfortable in my own clothes; I have my own toilet facilities (not sharing with 50 blokes who don't wash their hands). I genuinely find I can concentrate a lot better although on the odd occasion I've been on site to do similar work, it's been ok there too (albeit with an almost deserted office). I'm happy in my own space in summary.
126. I can go for a walk at lunchtime. I still get to meet with staff as we use Web-ex. I get fair less distractions. I am saving mileage on my car and less carbon emissions.
127. I find that I am more productive at the same time being on hand to assist my wife who is slightly disabled to do normal day to day jobs.
128. I like seeing my children for 5 mins when they come in from school before I get back to work. Whilst I still don't finish work 'on time', I'm at least less likely to be late home for dinner as it's only a few steps away
129. I live 50 miles from the office, so being able to WFH a few times a week gives me extra time which I am not spending commuting. It also gives me the flexibility to be on-hand if needed for animal care. I find that the days I WFH are great to catch up on things without the distraction of being in the office. (Equally, working from the office at least 3 days a week enhances my interaction with my teams).
130. I use what was my commuting time for daily exercise.  
I'm alone, so no distractions (it can be difficult not to tune into other people's conversations).  
I live 40 min drive from the office so the saving in commuting time and cost is significant.
131. I'm more productive, I get more work done in my day, as I'm not being pulled into conversations and meetings, or being distracted by the behavior of others in the office.  
I like the increased communication through email. To me it means I can check back through my emails to see if I've been asked to do something and if I've done it. Before WFH the instruction may have come through a verbal conversation with no record and I may have verbally responded, so again with no record. This increased emailing assists me in keeping track.  
When I'm sick (usually a headache) I don't take the full day off. Just until I feel better, then I'm back on the laptop. So, I think I've taken less time off sick.
132. It is a more comfortable and flexible environment overall. I am able to exercise before work, start work early and finish early, or alternatively take a break in the afternoon and return to work later.
133. More comfortable, shorter working days as no commute, when really need to concentrate and do work can, can make better lunches fresh at home, better coffee at home, partner at home to relax with during breaks
134. Much more efficient. Quieter and able to think without interruption. Fewer distractions and interruptions. People think more carefully about who they really need to involve in something, so I get less involvement in things that don't really need me. Can move from one meeting to the next without a 10-minute walk. Cleaner, warmer, more comfortable, I have control of my environment. I've found it healthier - I more inclined to take breaks, go out for a walk, do some stretches etc. Altogether it is 98% better.

### Boscombe Down

- 144. Much quieter than the collaborative working environment. Better IT equipment. Ability to attend to household tasks without travelling,
- 145. My work environment is quiet and free from distractions.  
I don't waste 2 hrs. a day driving to a site where almost everyone is miserable and unhelpful. WFH maintains my motivation whereas working at BCE makes it evaporate.
- 146. My work/home life balance is better, I am able to lead a healthier lifestyle, I also have greater contact with my children. As a bonus I no longer have to drive to work each day which reduces my environmental impacts.
- 147. On the days where I can have less meetings, I have time to let the dogs out - it was a struggle pre lockdown, so this has been a definite benefit. A very short commute has been great, but I need to take care not to just use that time to work (which is an easy default). I also quite like not having to dress up super smart all the time. Time and a place of course, but it has been nice.
- 148. Quiet, healthier environment (no noise, no flickering lights to set off my migraines, no commute
- 149. Recover 2 hours each day from not commuting, greater concentration, ability to do household chores during breaks (laundry, dishes, tidying etc.) which would otherwise build up, ability to go to my local gym at lunch time, no distractions from open plan office, greater ability to resolve non-work issues (take car to garage, be in for deliveries), significantly better mental and physical health, far less tired.

### Bristol

- 120. Able to manage diary to accommodate personal tasks. More casual routine.
- 121. Avoiding driving commute (2hrs) which can be stressful when roads are congested. Save travel costs. Easier to meet family commitments (school runs). More time for exercise. Sleep better (previously under-slept when getting up early to commute to office). I can brew nicer coffee at home!
- 122. Being able to have flexibility to pop into the pharmacy or doctor's appointment without being so obvious.
- 123. Better work-life balance. Opportunity to undertake more physical activity and spend more time with family.
- 124. flexibility, I can work my 7 1/2 hours across a 10-hour day, no difference to the office day including 2 hours travelling. only the two hours travelling can be used to drop My children at school or pick up....
- 125. I can manage caring for my disabled wife and two disabled children much better; I can access exercise much easier; I can concentrate better and be more productive as I don't have to worry about a 30-minute commute/arriving late/leaving early
- 126. No commute to work, increased focus on tasks with no other distractions, comfort of home, improved work life balance, home facilities for food and drinks

### Malvern

- 127. Avoid the commute. If I have late calls, I don't mind as I'm already at home. Flex my day and diary to balance home jobs with work.
- 128. Being there when my kids return from School. No Commute which wastes time and Energy Resources. Having the Dog nearby and reminding me when I have been sat at my desk for too long. Local walks to the Parish Hall for Coffee. Cycle rides on a sunny morning. Lunch with the wife.
- 129. Better Home life / With Fuel Prices rising, saves outgoings in an already difficult economy
- 130. better work-life balance, particularly around childcare. Able to deal with issues at home far easier, quieter, less distraction from people popping by my desk.

## Malvern

116. Can commence work earlier and not commute, have my radio on in the background, find it de-stresses me petting the cat next to me :)
117. Concentrate on specific tasks to completion.  
Balance work whilst supporting vulnerable partner.  
Flexible working during the day e.g., log on at 6:30am some days.
118. Don't have to travel to work; more casual clothing; more flexibility during working day
119. Easy access to kitchen for drinks/snacks. A better quality of 'break'. Being able to quickly get 'away' from work at the end of the day
120. Fewer disturbances  
Less travel time, so more time with the family.  
Easier if there are afternoons that I have to pick up children
121. flexible working, I can do physical activities and manage my mental health. Work life balance has gone up substantially, saving money and the environment by not having to commute as much.
122. I can be there to drop off and collect my kids from school. I am also able to exercise during during my lunch break which has huge benefits for my mental health. I also do not waste 3 hours each day sat in the car commuting.
123. I have a nice large quite study to work in. Flexible working hours make arranging things like doctors' appointments easier. So easier to have home deliveries etc. which makes life less stressful
124. I have been able to hugely improve my work life balance by being able to slot some household activities within my lunch break and by not having an hour-long commute either side of a full working day. I am closer to where the children are at school so am more easily able to do the school run without having to add the extra commute time on to that as well. My mental and physical health have improved as I can eat and exercise better. My dog is happier that I am at home during the day, so she is not alone, which is also a positive financially as I don't have to pay for daycare. I am more able to concentrate as I do not have people turning up at my desk with questions that would interrupt a chain of thought or needing to block out background noise from other conversations. I am more able to manage my temperature and lighting to suit my personal needs rather than the standard office environment, and I have been able to avoid the general coughs, colds and sickness that get spread easily around the office so have had more productive workdays. My availability has generally been more predictable as I don't have to change meetings around if something home related crops up, such as deliveries etc.
125. Listen to music while working, no distractions, can control the temperature to suit me, I have a dog.
126. No commute to/from work, saving time, cost and fuel/energy resources.  
Better work/life balance - feel more included in-home life rather than focusing on work life. By having a dedicated home office area, I find it easier to separate home and work life.
127. Peace and quiet to concentrate. Virtual meetings are getting better with tech and behavioural improvements i.e., people getting used to them, so they now work well. Domestic deliveries are easier to manage. Better use of time as it takes 45 mins to get to site. More environmentally friendly.
128. Quiet environment for focused work with fewer interruptions.  
Easier to step away from work for a break at lunchtimes (e.g., walk, run outside of a work site).  
Much more convenient for managing childcare drop-offs and pick-ups, permitting greater flexibility between my partner's work and my own.

## Malvern

- 129. The ability to focus is much better than in open-plan offices. The danger is the temptation to return to unfinished work in the evening because it's on the doorstep, the laptops still turned on etc.
- 130. The ability to manage my time at the micro level, so small things that wouldn't get done when working on site can be resolved very quickly when working at home with no impact on my work. e.g., I have a dog, so letting it out only takes 5 minutes, which I can manage within the day easily. My children are grown up, so they aren't as demanding as they would be if younger, though.
- 131. Very quiet. I am a carer for my wife - and that is easier. Better IT.
- 132. work life balance is improved through flexibility. Less commuting and pollution.

## Is there anything else you would like to tell us or anything we have missed?

## Boscombe Down

- 133. a financial reward for those who have worked tirelessly from home throughout the pandemic given the increases to energy bills and the use of the internet and personal phones
- 134. I prefer hybrid working & getting out to other sites. This is the most effective way of working; I achieve more & it suits me. Working from home, lockdowns etc., I understand why & it's fine for the short term but no longer term.
- 135. Hopefully there can be a mix of home/office working in the future.
- 136. I am slightly fortunate in that I have a very suitable location at home for working. It's somewhere I can leave set up and treat as a separate entity from the house/home, so while the commute is a 25 second walk up the garden, it still feels like going to work. On the occasions I go to Boscombe Down, I also take in the surroundings - i.e., the airfield and surrounding area, and maybe see a few aircraft flying about - reasons why I wanted to work there in the first place, over 30 years ago.
- 137. I get approached by recruiters a lot, but I'm happy here. One of the key reasons I'm happy, is the ability to work from home without it being 'rationed' (2/5 for example)
- 138. I love working for QinetiQ so much.
- 139. I think working from home is great and should be actively encouraged.
- 140. I used to commute for 2 hrs. each day on country roads and would have near death experiences a couple of times a year due to the recklessness of others. I now only go to my home site when required for meetings and can travel at nonpeak hours. Life is much improved.
- 141. Mandating a return to working in the office would be detrimental for me and lead to reduced efficiency and motivation.
- 142. Please maintain the option for WFH. I have nothing against the office, but I think the benefits that WFH has provided are so clear and obvious. My ideal situation is being able to freely do either option depending on how my day looks.
- 143. Re the learning new skills question... I do feel I have learnt new skills while being at home, but I can see that it may well depend on what I need to learn. As more and more people go back to the office, I may feel like I am missing out on things - will be interesting to see.
- 144. Should highlight any government tax reduction type forms for working from home.
- 145. Since being afforded the opportunity to hybrid work (home /office) my mental health has improved remarkably.  
Why? I can't really put my finger on it, but I think it's partially down to being able to be more in control of my life if that makes sense.

## Boscombe Down

146. thanks for taking the time to ask the staff our views. Hopefully they will be taken onboard.
147. Working from home is not the main point. The main point is the ability to understand, plan and execute work, recognising that the location that the work is performed is only part of the picture.  
Having tools, processes and skills / training / coaching in how to work effectively, as well as at home, would vastly benefit everyone. e.g., replacing email communication and task / project management with a platform tool that everyone is trained and coached on would be a HUGE improvement in productivity.  
It would also improve mental health, i.e., by not drowning under 80% of pointless emails.
148. the only real downside of working from home is the lack of coffee bar chats - informal networking etc.
149. Please consider the difficulty of balancing work versus life when a family member needs care, but there is no acceptable healthcare available that would provide the effective support needed to allow the worker, who wants to work, to be at their best either at workplace or working from home.

## Bristol

150. Whilst I am Bristol office based, the rest of my team are based at another site, so I work remotely whether I work from home or the Bristol office. This is quite hard for me from a well-being perspective, but my manager has recently set-up a monthly team meeting (at my request) to help with team cohesion and my well-being. It works to a point and is better than nothing. I do still feel a little 'out on a limb' though. This said, the company culture is very inclusive and friendly so that really helps when I have spoken to people in the office, and the Bristol social engagements appear to be picking up so that will help me to make new acquaintances in the office.  
I think the laptops generally work quite well, so I am impressed with those, but I really cannot stand the company iPhones (battery life is not great and lack of familiarity with the device). It would be nice if there was an option for company supplied Android based devices instead.  
I also find the lack of secure cycle storage on site is a bit of a worry as I might want to bring one of my more expensive bicycles on site to have a post work ride - I tend to ride my raggedy commuter for this reason. Secure storage (only accessible to employees) would set my mind at ease though, not matter which bicycle I was on.

## Malvern

151. As I functional manager, listening to various people, if adaptive working is removed, then people will consider alternative employment options.
152. Bring free fruit onsite back please -it was great. The cost of the TEC meals onsite is very expensive.
153. How are you going to manage return of many people, will I miss out if I don't bag a desk, currently I do not have an officially allocated desk due to being moved from IT to Technical?
154. I find working from home to be much better for me personally as most of my project contacts are not based in my office location anyway.
155. I suppose it is difficult to remember to take breaks when WFH and I often work throughout lunch which I didn't really do before.

## Malvern

- 156. I have not met my current manager as he is not based at the site I work from in any case. Most of the teams I work with are scattered through the UK locations, so it is not as if I can just wander up to someone to chat, I have to call, or use the chat function in Skype. I can attend site (usually not my 'local 'site) for meetings etc. in order to deliver my work. I do not need to be on site to do that
- 157. I was employed to be a remote member of staff. That is why I took the job. I do not expect that to change.
- 158. I'm looking forward to hearing outcome and what actions will be taken
- 159. Leaders needs to do a lot more to bring people together encouraging and sharing best practices.
- 160. the ability to work from home is really beneficial. We've shown that we can do it, and our customers are happy with it. Please, let's not fall into the trap of going back to how we used to do it!
- 161. The big negative with working from home is knowing when to put it down and finish for the day. This results in much longer working hours
- 162. The flexibility and trust to be able to choose where I work - rather than being mandated to work on site X days per week - is something I value and think QinetiQ does very well.
- 163. Virtual socials are not great, more in person events within teams, not full department events that are forced
- 164. We're all different. Working from home works for some people but not others.
- 165. You mentioned it briefly but the biggest problem with WFH is the lack of social contact and missing the water cooler conversations