

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.

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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?

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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.

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

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

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17. 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).
18. A nicer working environment; greater flexibility; no commute
19. Ability to concentrate, minimise interruptions, longer working day due to being able to work during time that would be spent commuting
20. Able to easily put in extra effort to meet a deliverable, early starts do not affect the household.
21. Able to run / attend webex without having to find an extra meeting space.
22. Better work life balance, less non 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
23. Distraction free, more productive. Flexible working hours.
24. 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.
25. Easier to concentrate, getting two hours of my life back by not having to commute
26. 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...
27. Focus, linking with people on different sites and location with parity
28. Focused, no distractions, more hours worked, less commute time, cost effective, Collaborative as we have the tech to ensure this, organised, SAFER!
29. 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.
30. 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.
31. 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.
32. I can start early and get things done before meetings.
I don't spend 15 minutes walking to the coffee shop!
33. I love it. I can concentrate better. My problem-solving ability has greatly improved. My performance in FY22 is better than FY21.
34. 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).
35. More time focused on task due to lack of distractions or time spent commuting
36. No Distractions, take breaks at natural work pauses, much more relaxed, Get a lot more done-by far.

Boscombe Down

- 37. 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)
- 40. Quite to concentrate, improved time management, flexible working, more efficient less distractions
- 41. 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.
- 42. Significantly less distraction than when in an open plan office.
Ability to receive packages at home.
- 43. 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.
- 44. zero commute. 2 1/2 hrs. saved each day. less stress from travel

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- 45. Ability to concentrate, greater time management, less distractions, more focused delivery, greater innovation
- 46. Better focus, avoids interruptions, more work-life flexibility
- 47. comfortable work environment, no fighting with the commuter traffic, easier to work around the school run
- 48. Flexibility, able to concentrate without distraction, no wasting time on the rush hour commute.
- 49. 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.
- 50. nice quiet environment, ability to find time to exercise, ability to receive deliveries
- 51. 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
- 52. 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.

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- 53. 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.
- 54. 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
- 55. Concentration, not many distractions, nice office and having someone (my partner) to go to tea breaks with
- 56. Easier to focus and less distractions. Find it easier to meet hard deadlines.
- 57. 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.
- 58. 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.
- 59. Flexibility, time set aside for concentration away from colleagues (i.e., good for writing reports)

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60. Freedom to work when I want. Freedom to wear what I want.
No commuting, less daily travelling
Freedom to received parcels at home.
61. Greater control over moment-to-moment activities. Able to focus and concentrate, generally with less distractions. No time lost to commuting.
62. 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.
63. 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
64. 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.
65. I can manage my time far more effectively and build in regular exercise, management of personal requirements and family life
66. I don't have to drive all the time, I can also look after my mother more effectively
67. 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
68. 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.
69. 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
70. 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
71. 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
72. Massive improvement in work/life balance. No distraction from working in a large open plan office. Reduced environmental impact as not driving to site
73. More personal time as it removes commute
easier for Webex meetings
More flexible working hours
74. 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.
75. 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.
76. 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.
77. No need to spend time travelling to work. Can more easily interweave home tasks (paying bills, dealing with tradesmen etc.) with work ones.

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- 78. 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.
- 79. 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).
- 80. Quiet and comfortable working environment.
Easy access to colleagues via WebEx without disturbing others.
No need to commute.
- 81. 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
- 82. 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...
- 83. The greatest benefit is the reduced distraction. Not working in a noisy office has been amazing.
- 84. the no commute and no distraction from colleagues wanting a chat
- 85. 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

- 86. 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?)!
- 87. I would strongly encourage QQ to continue its stance on adaptive working as I am huge proponent of working from home.
- 88. WFH really has helped me achieve so much more, deliver so much more and has really benefited QQ
- 89. Working from home is a positive experience for me and been productive too.
- 90. 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.

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- 91. 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?
- 92. Positive: travel time to work greatly reduced and time is spent on output.
- 93. working from home has increased my productivity as well as providing strong focus on problem solving

