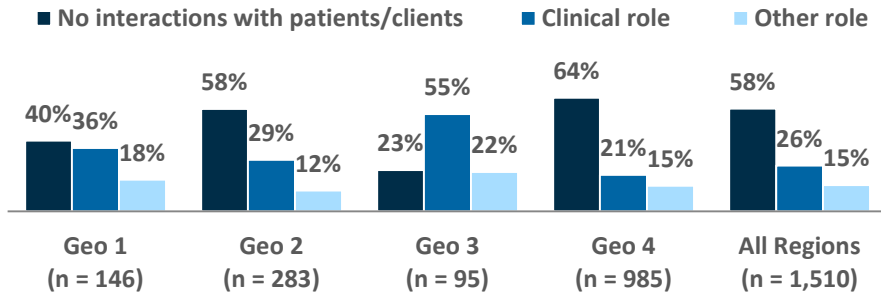


1,510 employees reported working remotely in response to COVID-19.

Island Health Roles by Region for Remote Workers



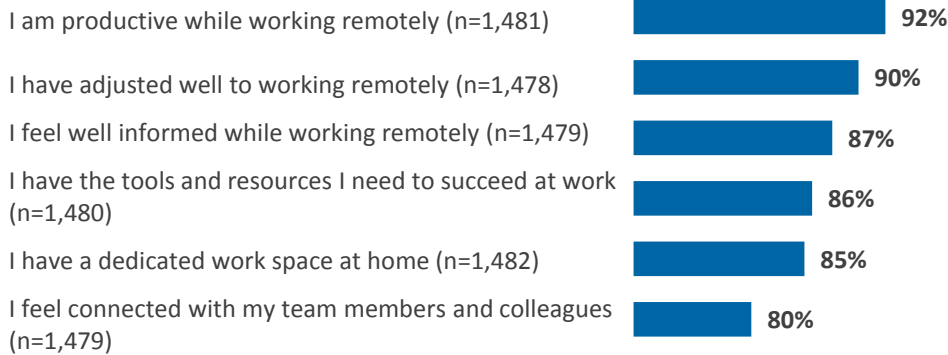
Remote Working Transition and Leader Perspectives



In general, remote workers reported a smooth transition into working remotely despite not having remote working experience. 73% of remote workers reported moving from never or rarely working remotely prior to March 2020 to often or always working remotely since March 2020. 94% of remote workers said they face no barriers or some barriers when transitioning to working remotely. Initial barriers primarily included VPN/Citrix access (47%) and bringing home technology and equipment (43%). 87% said they had the technology they needed to stay connected. Furthermore, while 41% of remote workers reported having increased responsibilities outside of work, 61% said these responsibilities had no or little impact on remote working (26% reported a moderate impact and 11% reported a significant impact).

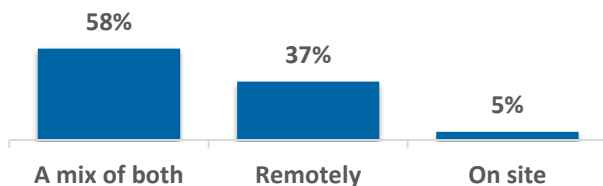
253 leaders in Island Health reported that they have employees who are working remotely. The majority of leaders (80%) agreed that employee productivity has stayed the same, and 89% expressed support for employees to continue working from home. The biggest concern for leaders regarding remote working was employees being disconnected from work dynamics, environment, or priorities. Their biggest concern about employees returning to their work sites was shared spaces (e.g., bathrooms, kitchens, break rooms).

Remote Working Experiences



Future Work Arrangement Perspectives

Would you prefer to work on site, remotely, or a mix of both?



As employees anticipate the near term, their preferences are generally to work a mix of remotely and on site (58%) or just remotely (37%). Those preferring to work remotely in part or in full mainly cite “no commute” (85%), “saving money” (65%), and “fewer distractions” (60%) as influencing their preference for remote working. Those preferring to work on site in part or in full mainly cite “personal contact with others at work” (73%), “access to technology and equipment” (60%), and “ergonomic set-up” (48%) as influencing their preference for on site working.