

# Future of the workplace



XpertHR latest research on the future of the workplace reveals hybrid working that encourages teamworking, collaboration and connection is the future of the workplace, however, it will bring significant challenges for line managers.

## Changes to workplace locations

Given the outcome from our survey, it is no surprise that a hybrid model is more popular among private-sector-service organisations:

33.7%

Popularity among private-sector-service organisations

23.8%

Popularity among manufacturing-and-production organisations

16%

Popularity among public sector organisations

Within the public sector, more than four in 10 (44%) organisations will move, or have moved, to a model where there is a mix of some employees in the workplace, some hybrid workers and some remote workers.

44%

## Changes to work patterns

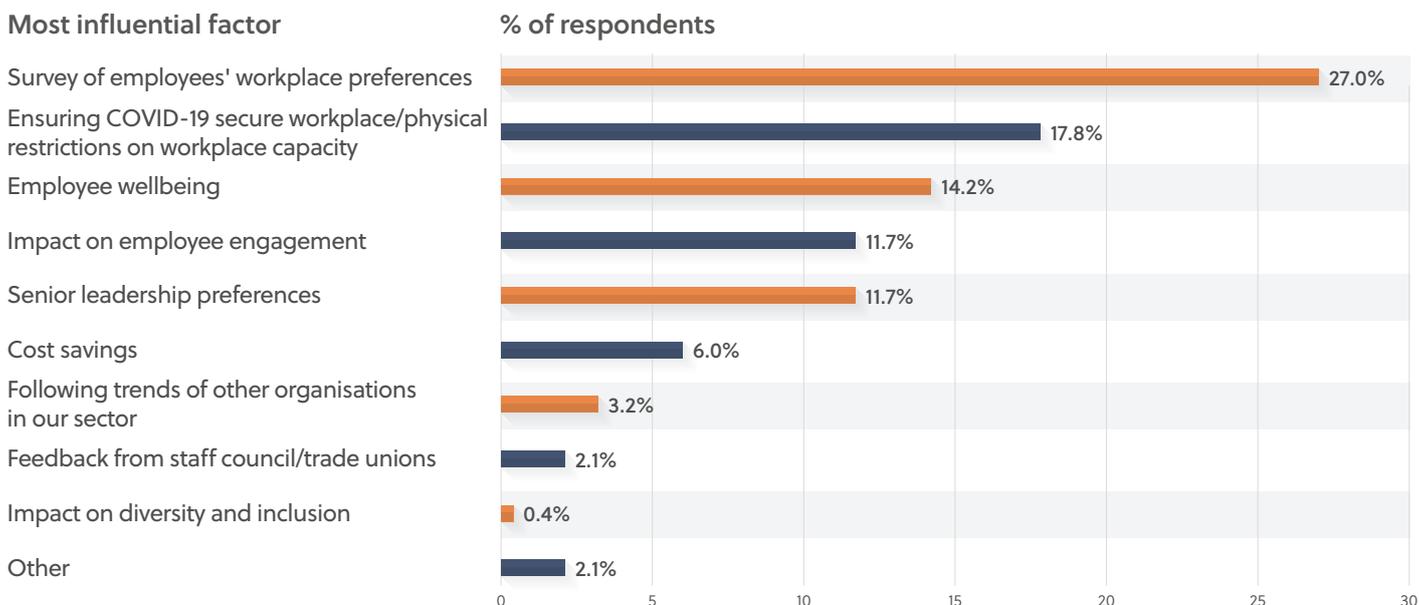
Moving to a flexible work pattern for all employees that is based on core hours with flexible starting and finishing times is to be introduced by more than half (52.1%) of our respondents.

Just under half (47.3%) are going to offer some employees full flexibility around their hours, determined in consultation with their line manager. This model is most likely to be on offer in the public sector (61.1%), which has traditionally offered more flexible working patterns, where the service allows.

## Factors considered when planning the future of the workplace

The top three factors considered when planning the future of the workplace by our respondents were: wellbeing (93.5%); ensuring COVID-19 secure working arrangements (86.9%); and employee engagement (84%). This demonstrates an increased emphasis on strategic wellbeing and engagement, and how both have moved from a policy space into a strategic one.

### Factor ranked as most influential on organisation's plans for the future of the workplace



Source: XpertHR The future of the workplace survey 2021. n = 281 organisations.

## What should I do now?

Visit [xperthr.co.uk/hr-benchmarking](https://xperthr.co.uk/hr-benchmarking) to access data on:

- > **line manager briefing**, which examines the law and good practice on homeworking, including the statutory right for eligible employees to ask to work from home and how line managers can address the practical issues associated with homeworking.
- > comprehensive policy on **hybrid working**, which covers what you need to include when drafting your own policy.
- > listen to our **podcast on the legal aspects of moving to hybrid working** to get a clear idea on potential issues.

XpertHR benchmarking service has the full dataset from our surveys on **future of workplace** exploring the different models being considered by organisations, the factors driving these changes and the possible challenges for HR.

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