

FinTrU: Increased Hours In Office

Survey Results 2025

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Thank you!

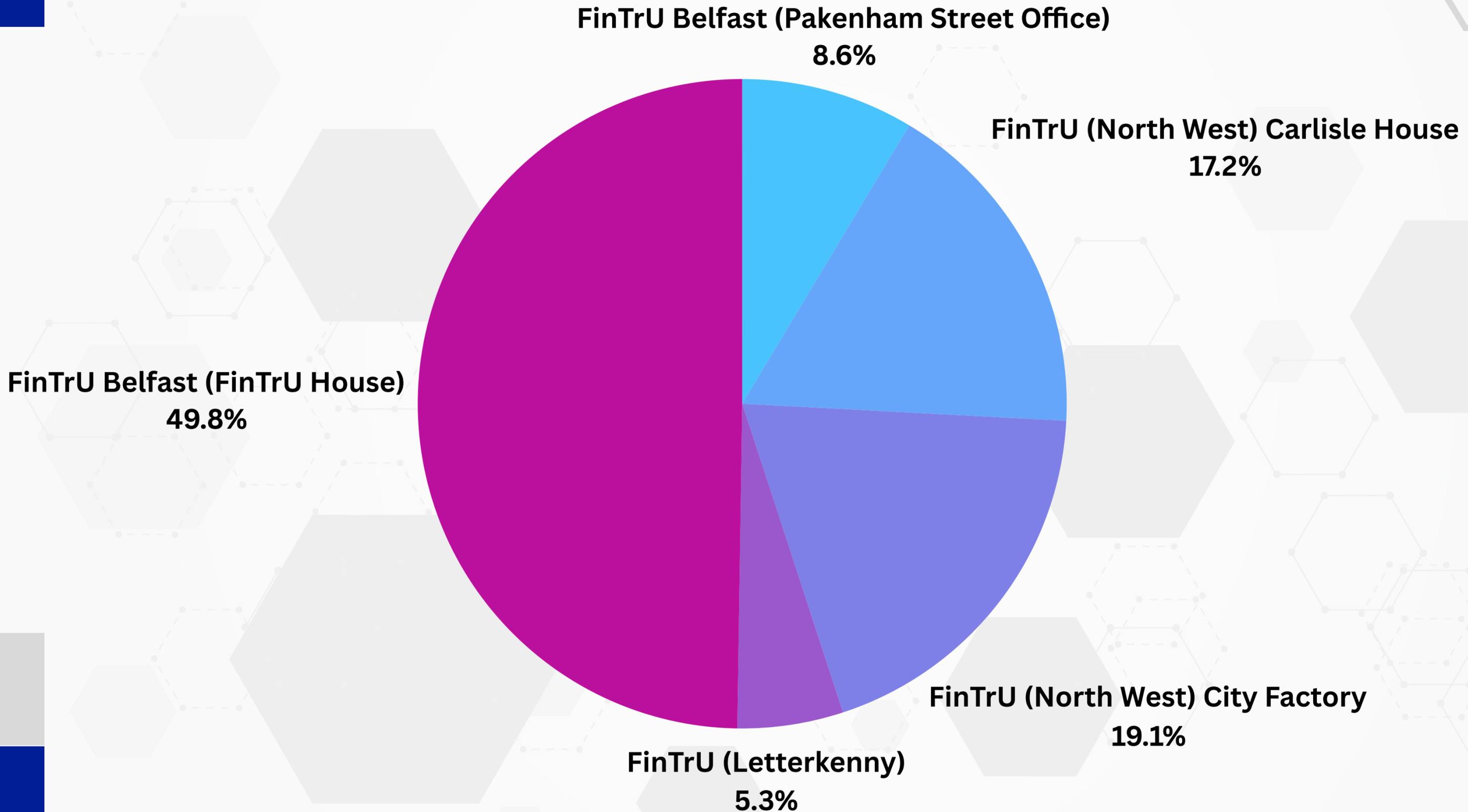
Thank you for taking part in this survey. To everyone person who answered, shared the survey with a colleague or promoted it online.

Stay Informed, Stay Involved. Push for Better.

By joining, you become part of a community of FinTrU employees who are passionate about their work, workplace, and striving for better conditions. We can achieve union recognition so that staff can collectively negotiate for better working conditions- but we can't do it without you.

CLICK HERE TO JOIN

Which office are you based in?

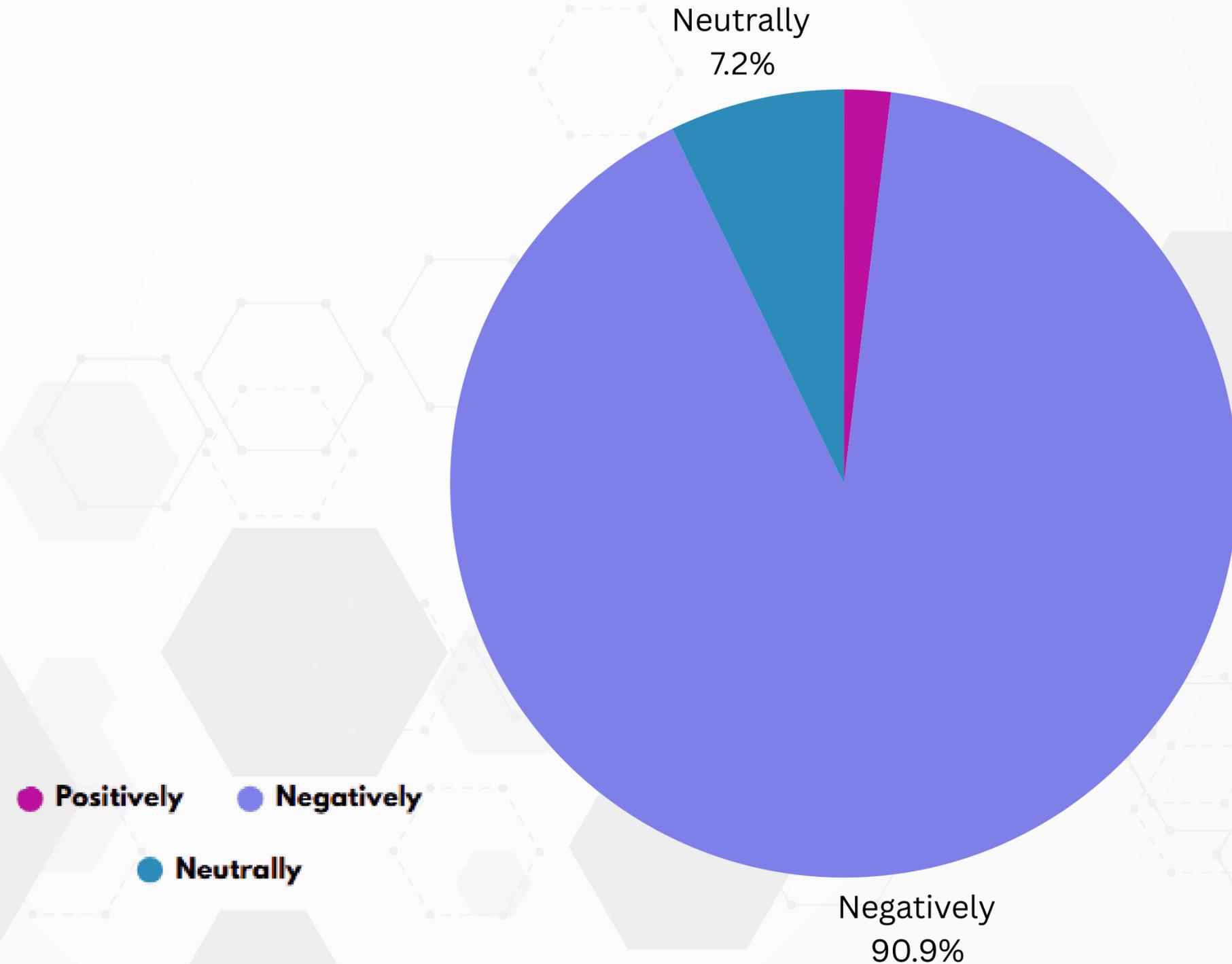


How do you feel about the recently announced policy to increase hours working in the office within FinTrU?

Positively: 1.9%

Negatively: 91%

Neutrally: 7.2%

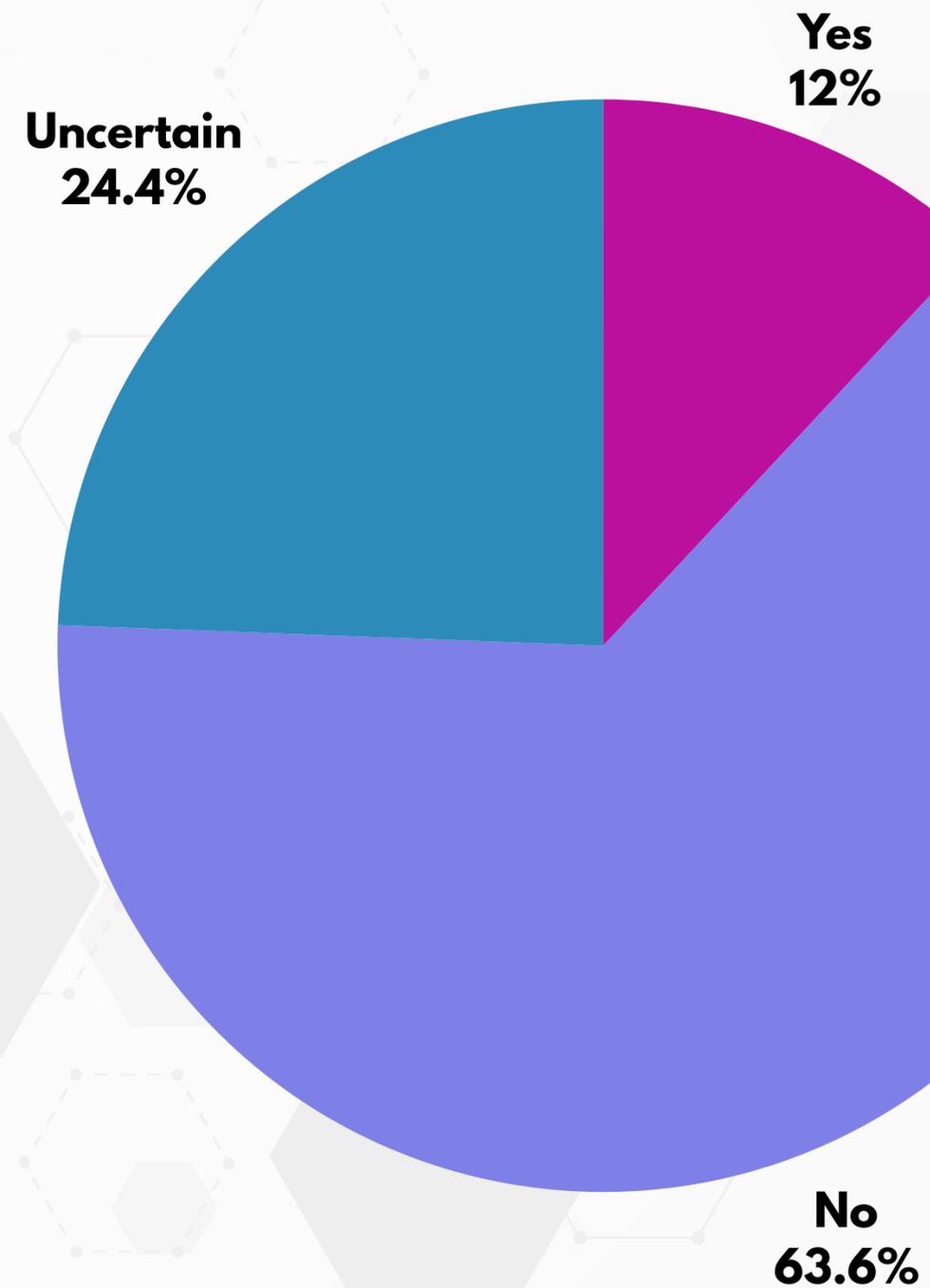


Is your office adequately prepared to accommodate staff working there more frequently?

Yes: 12%

No: 63.6%

Uncertain: 24.4%



● Yes ● No ● Uncertain

What is your reasoning for the above

answer?

Overcrowding and Insufficient Facilities: (mentioned by 20% of respondents)

- Many employees feel that the office is already overcrowded with insufficient seating, canteen space, and parking options.
- There are concerns about the lack of reception, office management, and security personnel to handle the increased attendance.

Desk and Space Issues: (mentioned by 18% of respondents)

- Hot-desking and limited desk availability are major issues, with employees struggling to book desks on their preferred days.
- The canteen and kitchen facilities are not adequate to support the increased number of staff.

Communication and Planning: (mentioned by 16% of respondents)

- Employees feel blindsided by the sudden change, with insufficient notice and poor communication from management.
- There is a lack of clarity on how the office space will be managed to accommodate the additional day.

What is your reasoning for the above answer? (continued)

Work-Life Balance and Costs: (mentioned by 14% of respondents)

- Increased office attendance is seen as negatively impacting work-life balance, with additional costs for childcare, parking, and travel.
- Some employees feel they are more productive working from home and that commuting adds unnecessary stress.

Health and Safety Concerns: (mentioned by 11% of respondents)

- There are concerns about the adequacy of health and safety measures, including the availability of suitable desks for employees with specific needs.
- The office environment, including noise levels and lighting, is not conducive to a productive work atmosphere for some employees.

General Sentiment:

- Overall, there is a strong sentiment that the office space and facilities are not sufficient to support the increased attendance, leading to frustration and dissatisfaction among employees.

What is your reasoning for the above answer? Quotes from Survey.

"There are times when people show up to the office and there are no seats available. What proceeds is carnage as people start booking desks and evicting people from their workstations."

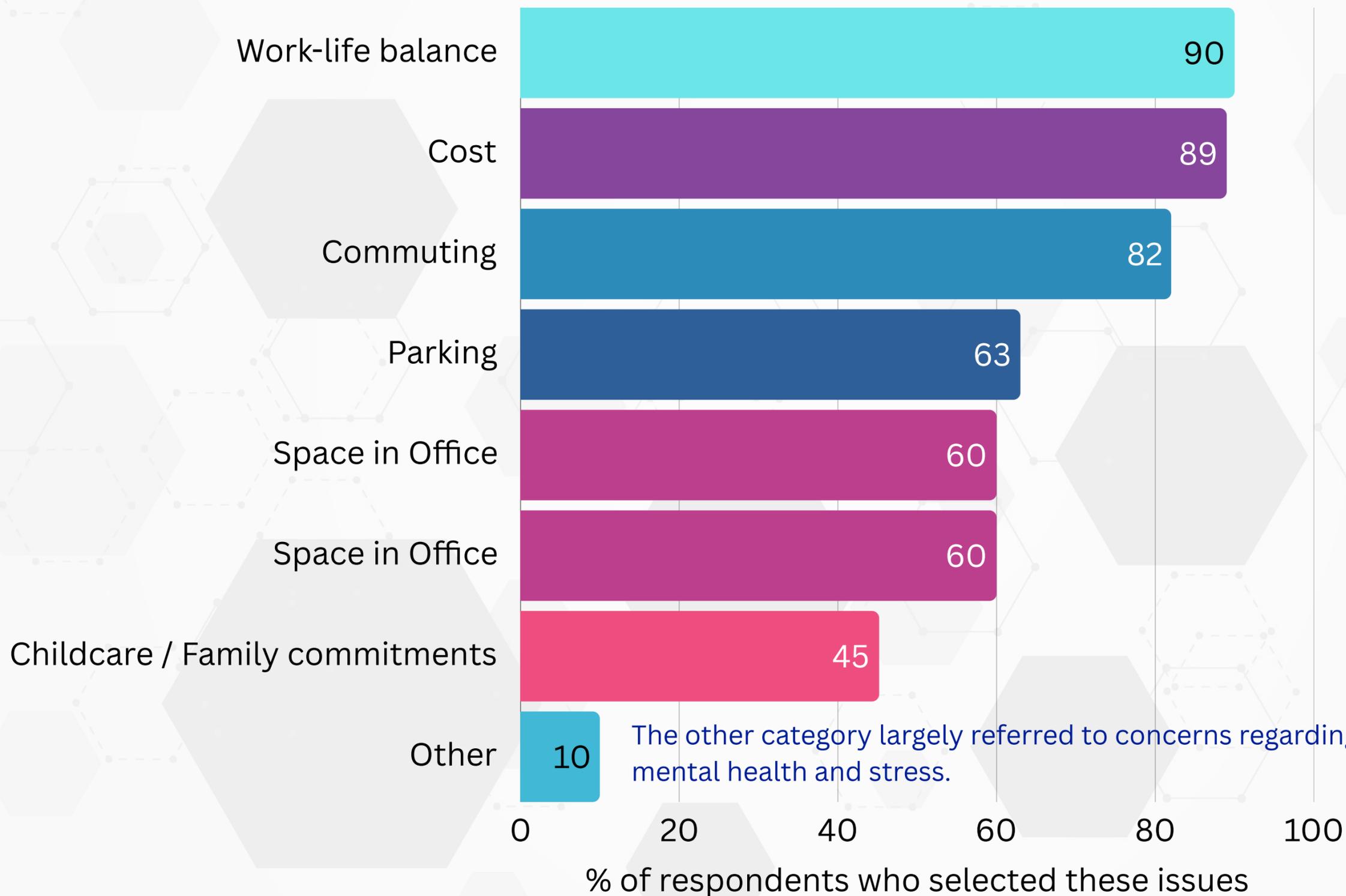
"Absolutely blindsided after being promised and assured when hired 2 days office attendance was not to be changed."

"We already have staff coming back to work after serious injury without consultation from occupational health or any health assessments."

"Given 3 weeks notice for office hours change, email communicated before it was spoken to managers meaning managers were caught off guard."

"I personally feel I get more work done at home, it also causes less stress with commuting to work, earlier childcare mornings and later childcare pick-ups."

In what areas will this policy change impact you?



Would you like to expand on how the options above are impacted for you?

Increased Costs:

- **Travel and Parking:** Many employees mentioned the additional financial burden of commuting more frequently, including higher fuel costs, parking fees, and public transport expenses. (45 mentions)
- **Childcare:** The need for additional childcare arrangements due to increased office days was a significant concern, adding to the financial strain. (30 mentions)

Work-Life Balance:

- **Commute Time:** The extra day in the office means more time spent commuting, which reduces the time available for personal activities and family. (30 mentions)
- **Flexibility:** Employees valued the flexibility of working from home and felt that the increased office attendance policy reduced this flexibility, impacting their overall work-life balance.

Health and Well-being:

- **Physical Health:** Some employees mentioned health issues that make commuting and office work challenging, such as disabilities or medical conditions.
- **Mental Health:** The stress of commuting, combined with the loss of flexibility and increased workload, was noted to negatively impact mental health.

Would you like to expand on how the options above are impacted for you? (continued)

Productivity and Office Environment:

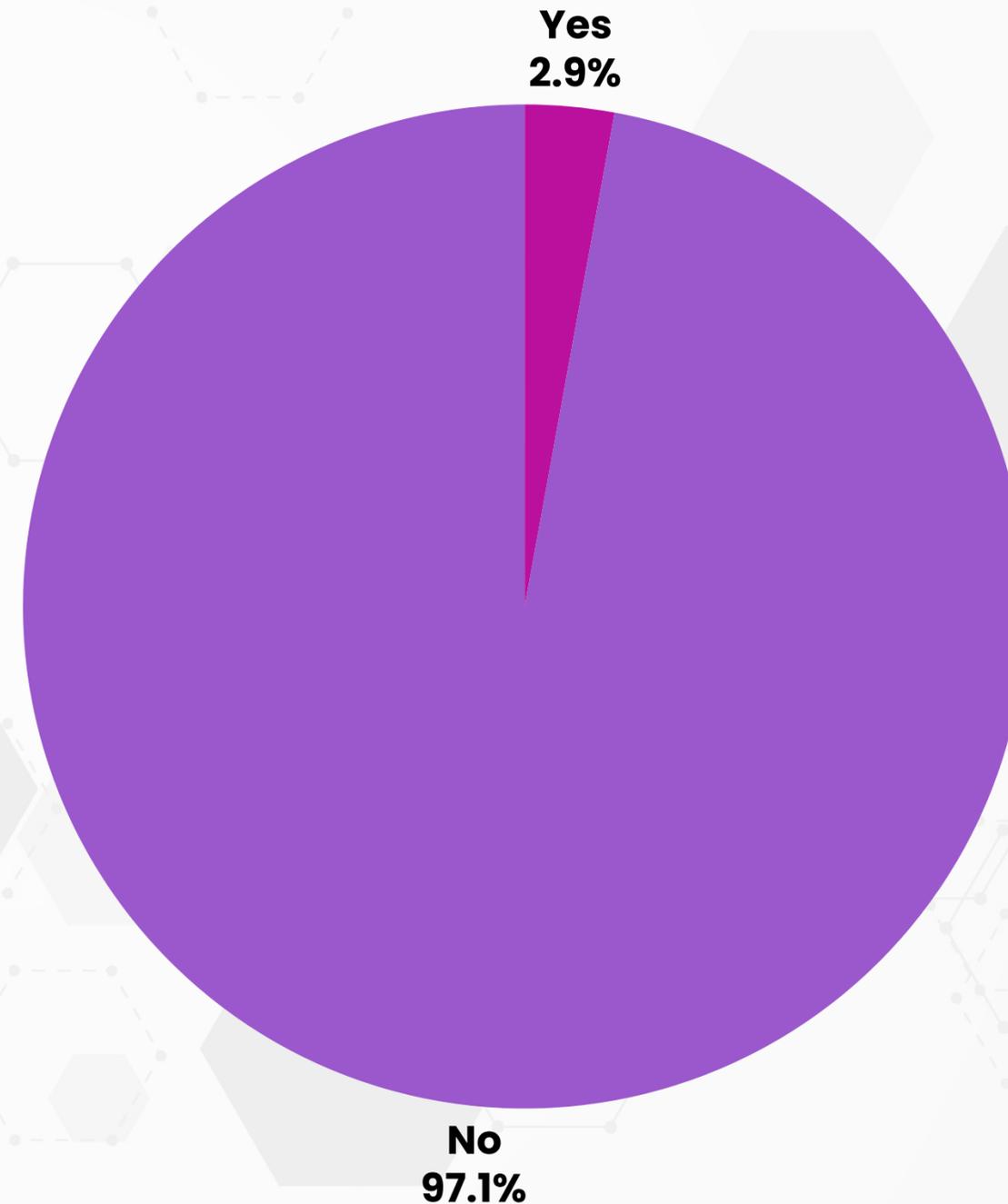
- Distractions: The office environment was described as loud and distracting, which some employees felt reduced their productivity compared to working from home.
- Space and Facilities: Concerns were raised about the adequacy of office space, including the availability of desks, meeting rooms, and parking spaces.

Company Policies and Communication:

- Lack of Consultation: Employees felt that the decision to increase office days was made without adequate consultation or consideration of their circumstances.
- Pay and Benefits: There was dissatisfaction with the pay rises not keeping up with the increased costs and the perception that the company was cutting benefits.

Do you feel staff were consulted in the decision to bring this policy into place?

Yes: 2.9%
No: 97.1%



What do you feel the hybrid working policy should be?

- The sudden change to 60% office attendance has caused concern among employees, with many feeling that the previous 40% was adequate.
- Employees are worried about the impact on productivity and work-life balance, especially for those with long commutes or personal commitments
- The majority of feedback indicates that the 40% policy was working well and was fair.
- There is a desire for the company to honor its previous commitments and provide a more flexible and supportive working environment.

Can you explain why you have chosen the above answer? (key points)

"I think the 40% mandate was perfect. It allowed for more work-life balance and more space in the office."

"People will be more motivated to work harder and stay longer if they're given a choice."

"The sudden change to 60% leaves even less room for error, and in my opinion opens up the risk of people phoning in sick rather than just working from home when they're perhaps feeling under the weather enough to need to be at home, but could otherwise have worked if they weren't so concerned about not hitting the required office attendance."

It is clear that FinTrU staff are not happy with this policy and do not feel consulted.

FinTrU has had a changing culture that has left employees like you behind- the need for an independent staff voice is evident.

We are aware that an internal staff committee may offer opportunities for dialogue, *it does not replace the need for an independent, staff-led voice- one that only a trade union can provide.* Having an autonomous platform to represent your interests is crucial.

Join today, if we have a significant numbers in a particular unit of a workplace- union recognition can be achieved. This way, we can stand together to collectively negotiate and bargain for better conditions for FinTrU staff.

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Questions?

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