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Working from home policies for in-house lawyers

Survey results and analysis September 2023

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Introduction

Working from home was not common practice in the workplace prior to the pandemic, least of all within the legal professions. Since 2020, we've seen a major shift towards embracing a more flexible approach to where, when and how people work. Most companies adopted an element of working from home in the earlier period post-lockdowns. However, as the UK economy has wavered and uncertainty has crept into the zeitgeist, the first half of 2023 has seen working from home discussions centre around hybrid patterns and, in some cases, how to encourage employees back to the office.

As a result, many of our clients are interested to find out what the general consensus around working from home is. We surveyed General Counsel, Heads of Legal and anyone responsible for hiring in-house legal counsel at top organisations around the UK to find out more. We supplemented this by running polls of our network on LinkedIn, for which we had very high response rates.

Should you wish to find out more about the results or to discuss the in-house market, our contact details are at the end of this document.

Research and analysis carried out by Kathryn Crosby, Richard Hanks and Emma Schofield

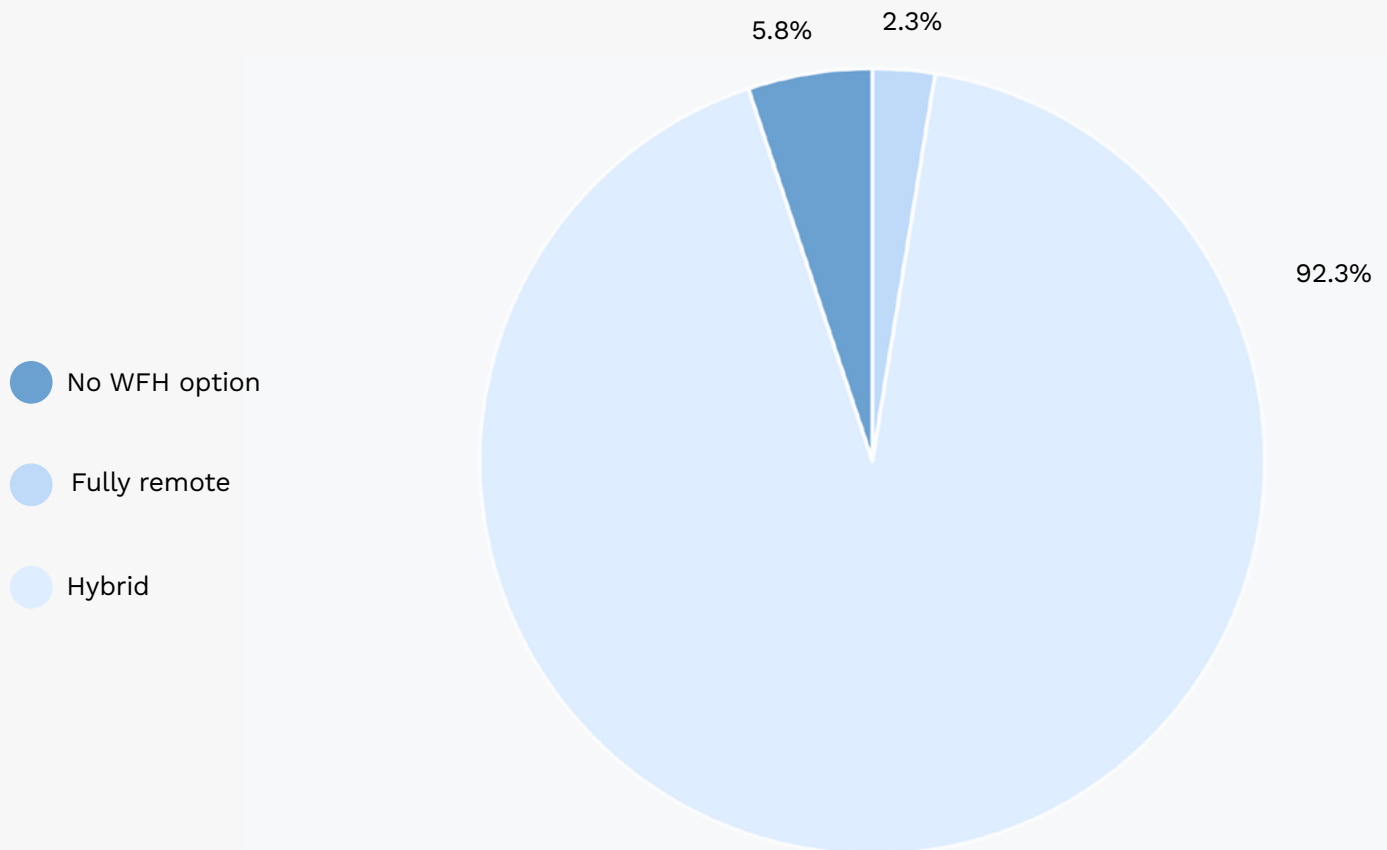


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In some cases, discussions have moved to how employers can encourage employees back to the office. The following document is a collection of the survey results, accompanied by an analysis from our In-house consultants.

Working from home survey responses continued



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What is your current working from home policy?

As expected, the vast majority of the respondents work at organisations where a hybrid approach is the norm. Notably, more companies have no WFH options in comparison to those who have a fully remote approach.

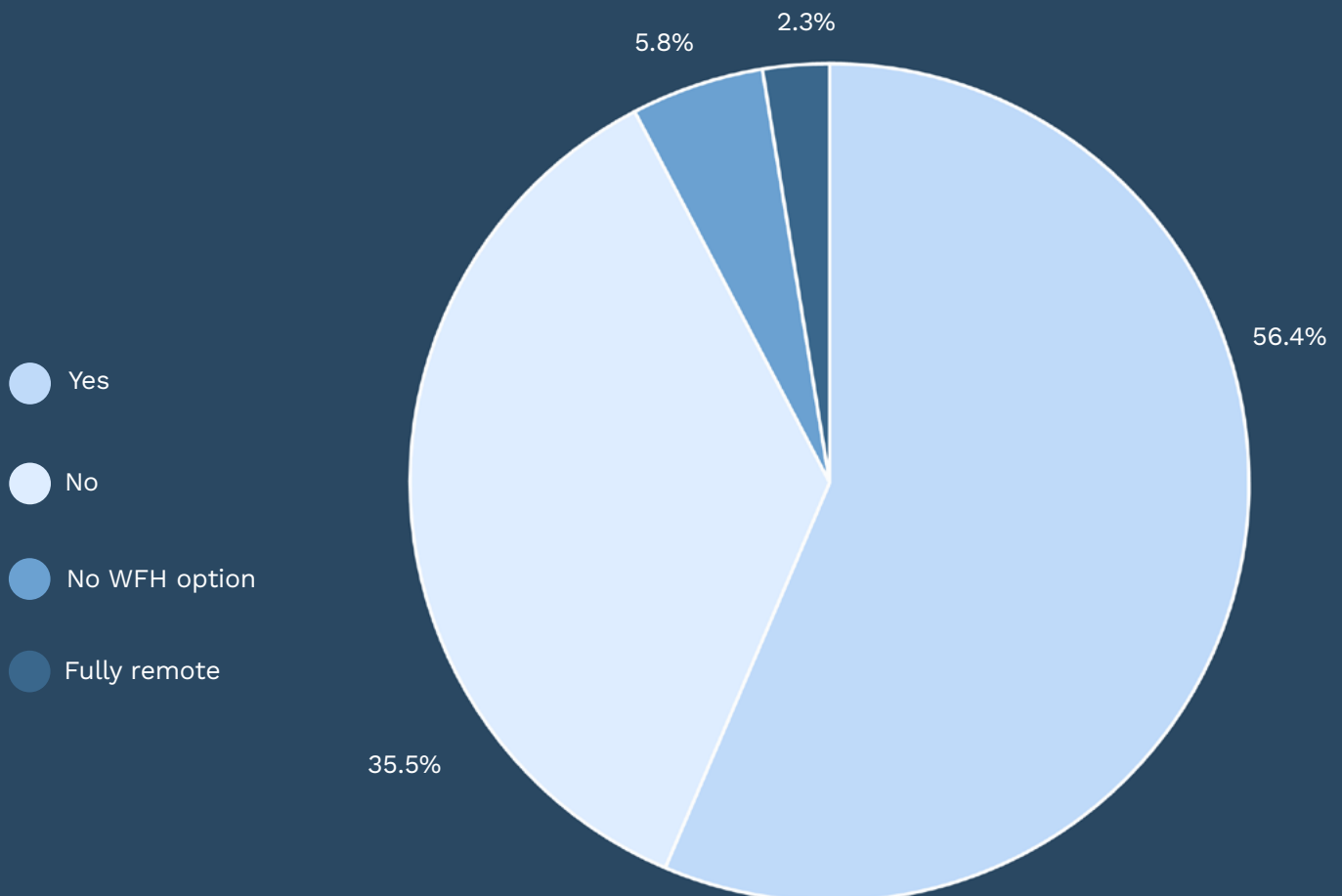
Working from home survey responses continued

The next point we wanted to explore was whether the businesses we surveyed have a set number of days that they require their staff to be in the office. Over a third of those who responded said they did not. For us, this seems quite a large proportion and again illustrates the point that at present, it is a very mixed picture. One other interpretation that might lie behind the responses to this question is

that in our experience, it is not unusual for there to be a company-wide policy, that team leaders then exercise a degree of discretion over in terms of how they implement that. This is particularly the case in large multinationals where the policy might be a global one, but interpreted in different ways in different countries.



Do you currently have a set number of days in the office?



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