

How Australian organisations have embraced remote work

In line with government advice, the best way for organisations to protect the health of their employees and reduce the spread of coronavirus was to implement remote working practices.



Nearly 1 in 4 organisations (23%) has the entirety of their staff working remotely



63% of respondents have been working from home since around the end of March.

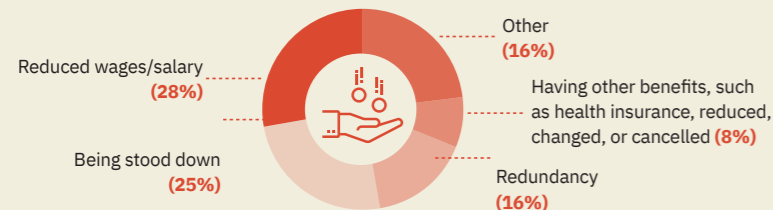
The negative impacts on individual earning

While the response from organisations in terms of protecting lives is positive, the negative effects on people's livelihoods is undeniable.



14% of respondents said that all organisation members are no longer able to benefit from incentive schemes

Other ways that Australians are finding their earning ability impaired is through:



AUSTRALIAN INDUSTRY DURING THE PANDEMIC

Key findings from the AIM 2020 COVID-19 Pulse Survey

The coronavirus has been in Australia since January. Although the most serious effects on industry are more recent than that, specifically lockdown and other government restrictions, enough time has now passed for us to begin to understand the extent of the pandemic's impact, to witness how the reactions of organisations are helping to fight these negative effects, and, hopefully, predict how we all can best move forward.

The challenges faced by Australian workers

Beyond the negative financial ramifications of the pandemic, there are many additional challenges caused by changes to ways of working and the social disconnection of isolation.

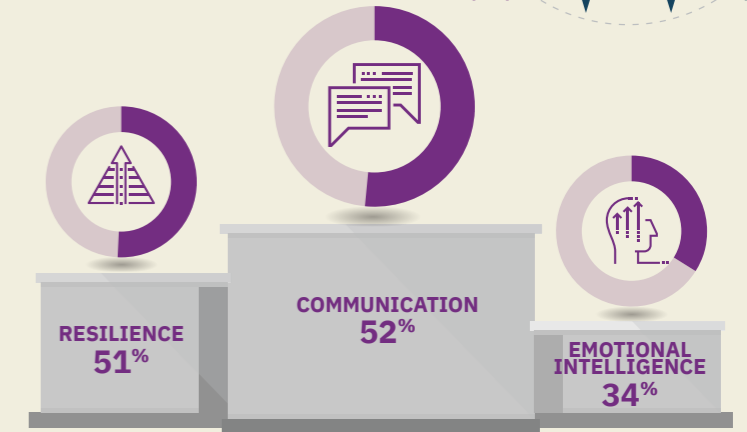
The most common challenges faced by Australian workers are:



The most valuable skills in times of crisis

The secondary goal of this survey was to try and understand how organisations can best move forward, bring people back into the workforce, and ultimately emerge from the COVID-19 pandemic stronger. We asked our respondents to list the skills and abilities that are most valuable in the current situation.

The top 3 skills listed were:



Followed by:



Our 2020 Leadership Survey, the results of which are still yet to be published, found that the three most important skills for a leader to have are Emotional Intelligence, Communication, and People Management. There is an overt connection to be made here, with it being suggested that there is an extra burden of responsibility on organisations' leaders to help them survive and succeed during times of crisis.

This skillset is always in demand, but the extenuating circumstances have heightened and compounded this need. Moving forward, the enablement for upskilling in those fields will not only equip organisations for day-to-day success, but also enable them to be better prepared for future external influences outside their control.