**Alliance for Finance recent surveys of members.**

In 2021 AFF linked across its employee bodies and union member network to share summaries of surveys on key topics.

We did six surveys in the last 12 months with the help of AFF members

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|  | **Survey** | **Some key findings** |
| 1 | Hybrid Working in Financial Services | Our first survey in spring/ summer 2021. This demonstrated that at that point support for hybrid working in the financial sector had taken a strong hold, but with varying levels of practical support for employees. However, customer service areas were lagging behind in some areas. IT resourcing and connectivity had been a huge challenge and employer’s who had tackle this successfully had embraced the changes required by Covid more easily. |
| 2 | Homeworking | Employer’s contributing to employee’s costs of working from home are common. The highest being £500 pa. Although one AFF member’s employer wasn’t making a contribution. Various policies providing support and equipment were in place. |
| 3 | Carer’s Leave | Practice varies considerably from no policy through to very structured arrangements. This does seem to support legislative intervention for a minimum safety net. Evidence of some sophisticated policies amongst the membership. |
| 4 | Redundancy Terms | Evidence that very few Employer's have proceeded to a point of removing legacy schemes from all employees. This is contrary to our reading of the PWC's reports, ‘that this appears common’. As one member asked: ‘Does this mean PWC either, don't highlight that the removal of old terms only applies to new starters, or this trend hasn't found a hold amongst AFF members?’. |
| 5 | Pay Review Data | Launched in February 2022 this is capturing the different shape and level of awards across our members. Interesting to see the shift to early negotiation by employers, many starting and even concluding in 2021 for the April 2022 award. |
| 6 | Menopause | Launched March 2022, we’re currently compiling responses. It’s clear that there are some very sophisticated policies being agreed with employee bodies and unions. |

Our surveys adhere to strict confidentiality so no member is compromised in completing the survey and anonymous summaries of the findings are shared with those participating in the surveys. Where we can we also share details of the participants.