

Covid19 – Survey of Call/Centre Workers – Intermediary Report

Workers' Memorial Day 2020

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Introduction

NHS workers, care home workers, shopworkers, delivery drivers, transport workers and many others we know are on the very front line of saving lives, keeping people safe, ensuring we are fed and supplied. Our debt to them is incalculable. Yet, another layer of workers are important for ensuring that life can go on. **Call or Contact Centre workers** even contribute to saving lives through 111. When retail is closed and face-to-face service is impossible telephone, email and other forms of contact become key means of communication. Admittedly, as the report suggests below, some services in today's crisis are non-essential, but other activities are vital for people at this time.

Just like others on the frontline the one in which contact centre workers are engaged is dangerous. This report is based on the results of a self-completed survey of 2,745 call-handlers from diverse sectors. The statistical findings are combined in this short report with direct quotes. Without exaggeration, the severity of the hazards from Covid-19 and the effects on these workers make for shocking reading.

As an example of how seriously contact centre workers see their situation, they have written almost 200,000 words in total testifying to their experiences and to the devastating impact that Covid-19 has had on them, their colleagues and families. One commented: *'Call centres are like petri dishes and it is very easy for something to be passed around, especially during a pandemic'*. This insight underscores the perilous conditions contact centre workers are facing.

https://phil.onlinesurveys.ac.uk/covid19-call-centre-back-office-workers_savelives

This survey opened on 8 April aimed at gathering hard data on the realities of contact centre working that could take us beyond the stories that Dave Moxham (Deputy General Secretary, STUC) and I were increasingly hearing from workers themselves, managers and health and safety experts. The aims of the survey were threefold:

- 1) To expose bad employment practices hazardous to call-handlers and, through intervention by trade unions, health and safety and regulatory bodies, to stop them;
- 2) To identify good practice, increasingly perceived as homeworking, and highlight these examples to raise the bar of health and safety for all;
- 3) To create public awareness of serious hazards facing workers, many of whom are playing vital roles for a society confronting Covid-19's unprecedented challenges.

The survey began in Scotland but is now UK-wide in scope. It is supported by trade unions, including the CWU, Unite the Union, Accord and TSSA, the STUC and by UK unions with significant issues with particular workplaces, USDAW particularly, and by other bodies such as Hazards.

Illness, Death and Fears

It is difficult to understate the extent and depth of anxiety that working in the contact centre is creating for its workers. From 2,092 respondents, 47.2% 'strongly agreed' and 30.7 'agreed' with the statement, '*I think it is likely that I will catch Covid-19*'. At the same time, over 90% either 'strongly agreed' (68.6%) or 'agreed' (22.0%) with the statement, '*I am worried I will give Covid-19 to family or friends*'.

Workers were asked about the extent to which they had been 'scared' or 'not scared' at having to attend their workplace 7 days previously, what their feelings were currently and how they might be feeling in 7 and 14 days' time if they still had to attend ir workplace. Seven in ten (69.7%) said they were currently 'very scared' an increase from 58% seven days previously. Workers were looking forward with dread. For seven days hence, 59% reported that they were either 'much more worried' or 'terrified' as compared to the present a figure that rose to 68.1% for the same criteria if faced with the necessity of having to continue working in the call centre.

It is not merely that the increasing toll of mortality and serious illness in society generally has intensified worries, there are specific workplace experiences that have exacerbated fears. The survey asked respondents whether they knew of colleagues in their contact centre or back office who have developed Covid-19 symptoms and had to leave work and self-isolate. The statistical results are stark; of 2087 respondents, 75.2% said they did, 9.2% said they did not and 15.6% admitted that they did not know.

Such findings are grounded in the grim realities that are revealed in the comments given to an open question asking how many colleagues had, to the best of their knowledge, been affected and what was known about their conditions, No fewer than 1,493 of the 1,569 who had answered the previous question in the affirmative provided written, often lengthy, testimony comprising 12,000 words. Reading through these comments is such a harrowing experience, that providing sample quotes simply cannot convey the pain, suffering and often anger at management responses. Of course, in the interests of confidentiality organisations and their locations, and identifiable context, will be omitted.

First, there is the extent of the effects such as '*Nearly 75% of the centre - unknown conditions*', or '*14 out of 17 in my team*', or '*200 plus*'. These types of comment are widespread through the testimony, which reveals at the same time that many of those with symptoms, though ill, were not necessrail diagnosed with Covid-19 and

many had returned to work. Second, are the accounts of serious illness such as ‘2 have contracted covid 19’ or ‘2/3 in ICU’ or ‘1 in critical condition countless others self isolating’ or ‘1 in intensive care and 1 very poorly self-managing, but unknown how others are but many are off’. Another reported, ‘Out of a department of 74 people in our area, I am 1/6 people remaining who have not been off regarding covid, there have been 5 confirmed-by-nhs cases of covid here’. Third, then are the reports of deaths, respondents referring to at least six colleagues who had passed away. Some of the testimony expresses anger at certain managements’ attempts to conceal the truth from the workforce.

Of my knowledge there has been 1 confirmed case and 2 suspected cases. The confirmed case was a colleague...he required hospital treatment. Managers are aware of this and tried to deny the situation at first. When the colleague eventually confirmed it to everyone for himself, they then accepted that it had happened but have made several cover stories to try to keep the office open.

There is unhappiness too at the compulsion for call-handlers to come to work when ill or return soon after recovering from the worst of the symptoms. For example, this colleague described an occasion when some symptomatic workers who had previously informed senior managers of their condition were instructed to attend.

They came to work as they were worried about their job due to discipline action. They were told then to go home after completing half of the shift.

Lest it be thought that the report is a universal tale of negativity, positive and best practice behaviours and policies will be reported later, particularly in relation to homeworking. Nevertheless, it is instructive to focus now on some of the hazards that might have contributed to these widespread cases of illness.

Social Distancing and Personal Contact

The insistence of maintaining a ‘safe’ social distance of a minimum of two metres has become an accepted societal norm for the obvious reason of preventing the spread of infection. As has been indicated, though, some of the essential characteristics of the contact centre do not facilitate the adoption of such an essential safe practice. Call centres became a widely accepted organisational form at least partly because of the scale economies from gathering together hitherto dispersed customer service and sales activities in one place, thereby facilitating scale economies often in high density/occupancy offices.

The survey included an open question regarding the provision of social distancing arrangements. The answers provide a challenge to analyse because they combine narratives, numerical data and additional testimony that reflect the differences in spatial and seating arrangements across centres. Nevertheless, scrutiny of each

single answer enables the data to be segmented into meaningful categories. From 2,167 responses the following can be ascertained. Almost half the respondents (48.1%) reported that in formal terms at least they were sitting at least two metres distant from their closest call-handler colleague. Although conditional on the specific topography of the centre was the separation of workstations, with the most common practice especially when workstations were in banks or rows for one occupied desk to be adjacent to non-occupied desk and so on. Similar responses reporting on this space between desk/chair/seat/workstation were given by 16.3% of respondents. However, this spatial separation was not a guarantee of social distance as the qualitative comments reveal.

Of more obvious concern is the fact that 37.8% of respondents stated that they were seated less than the required 2 metres, with one in six (16.4%) reporting that they were a mere 1.5 metres distant or less. A plethora of concerns were raised in the open comments:

An empty desk between, but people still have work pass you to get to an available desk. We do not have designated desks, we hot hot desk so never fully assured if you are sitting at a cleaned desk.

2m, but nobody seems to adhere by them and desks are arranged so people have to walk past you constantly if placed on the end.

The gap between colleagues lengthways is in excess of 2m but the distance diagonally is less than 2m and when going on breaks or leaving your desk you have to walk past everyone to get out and if you sit on an end desk you're close to the walkway in which people come to and from the door and the kitchen/toilet

One in two reported that their seating arrangements meant that there was often only a short distance and a relatively low panel separating them across the divide.

The conclusion from a weight of evidence is that significant problems exist in relations to social distancing solely in terms of seating. Difficulties are exacerbated by workers' movements throughout the floors, where corridors and walkways are often narrow. Again, respondents are voluminous in their comments, writing almost 25,000 words on the difficulties they encounter. There is no question that most organisations seem to be making serious efforts to impose social distancing as, for example, installing one-way walking systems with arrows placed strategically on the floors. Clearly many organisations are making serious efforts also to control lift occupancy.

Nevertheless, problems appear often to be too difficult to be overcome. This quote is representative of 100s received. Of course, the specific configuration of centres differ but the complaints registered are remarkably common. For example,

It is impossible to walk around the building and maintain a 2 meter distance, cafe seating is closed, but even getting a drink is impossible to avoid people. There are just too many people in the building. It is literally nigh impossible to adhere to social distancing all the time in the building. There are many tight spaces, including the rear entrance/exit we use as the main entrance in the reception has been kept locked due to continual complaints to police by local residents. Told to keep left the best you can when passing in corridors/call floor.

Almost three-quarters (73%) believed that social distancing when moving the building was either 'hazardous' or 'very hazardous'. Compounding the flaws of social distancing are also the continuation of supervisory practices that involve face-to-face contact. More than one in three (35.5%) reported that post-Covid-19 they still physical team meetings in close proximity with colleagues. A similar proportion (34.8%) would have 'huddles' the close coming together of teams or parts of teams in short, often motivational sessions. Finally, the 1-1 meeting between team leader and call-handler seems to have endured for a large number of agents (35.5%).

Altogether, what is evidenced robustly here is that social distancing is deeply problematic in this office environment, even in circumstances of lessened density. On the basis of the reports of 1,975 respondents we calculate that only 57% of call-handlers are occupying floors, and team leaders' and managers' numbers have reduced to around two-thirds of pre-Covid-19 norms. Forty-five per cent consider management to have been either 'ineffective' or 'very ineffective' in 'taking the necessary steps to ensure social distancing'. A sizeable number of respondents raised the fact that providing face masks would be an important initiating in instilling confidence for call-handlers when having to leave their desks and circulate. However, an answer to another question demonstrated that only 4.3% of those surveyed reported that their organisation had taken this measure, that would hugely significant for workers' physical and mental health.

Sanitisation and Cleanliness

What is emerging from the data is the existence and interaction of multiple hazards. Significant concerns arise from call-handler's perceptions and experiences of sanitisation and cleanliness. Only 37% believed that management was either 'effective' or 'very effective' at sanitising the toilets. Almost three-quarters regarded management as either 'ineffective' or 'very ineffective' in providing CSRs with personal sanitiser. Complaints abound about sanitising and cleaning:

Last week a manager walked around offering everyone a squirt of sanitiser, putting into people's hands to avoid them touching the bottle (but had to come within 2m to do this). There's no sanitiser in the toilets, and I've seen one bottle of sanitiser on the entire floor this week.

Some of the testimony is comprehensive, impassioned and highly critical, and this lengthy quote is worth stating in full.

The call centre is filthy. Desks are getting place cards saying they have been cleaned when obviously no one has been near them. The chairs we use are disgusting and filthy. What is the point in cleaning desks when coronavirus can be spread by touching dirty material objects such as chairs...every single hand sanitizer is empty. These are high touch point areas. Every single staff member presses the hand sanitizer dispenser on the way in only to find it's empty. Then they touch a dirty door handle to enter. What options are left but to wash your hands. So you go to the loo which has a one person only rule (which is ignored) you wash your hands to be socially responsible. Then in the way out you need to open 2 pull doors. Instantly your hands are dirty again, so you go to the nearest hand sanitizer in the rest room and touch a contaminated surface which doesn't provide sanitizer as it's empty. So there you have it. We are back to our desks using filthy keyboards that people don't trust, whilst hot desking and being able to sanitary no matter how hard we try. All this while managers keeping 'A good face on things' pretending it's safe to work in a very unsafe environment. I'm a very clean and hygienic person. I'm following government guidelines outside of work. If I do catch Coronavirus then I'm convinced that it will be from my call centre environment, lack of cleaning and management not even trying to follow or enforce the rules. In my opinion, people will Die because of the way the company is handling the situation. It might not be me, it may not even be anyone I work with but a call centre with very little sanitation, and cleaners in tears because of the increased pressure just have to be hot spots for spreading the virus. Stricter rules and management enforcement of rules is not too much to ask for.

What exacerbates concerns about cleanliness and sanitation is the profound antipathy that call-handlers general, and as can be seen in the evidence of this sample, have for hot-desking. Hot-desking is a deep-rooted complaint that runs through the contact centre worker community and it reappears time and again in the respondents' comments. Almost 1 in 2 (47%) thought that management were 'very ineffective' in making sure call-handlers were able to use their own work station. Covid-19 has brought what has been a festering sore amongst contact centre workers to a very visible surface.

Heating Ventilation and Air Conditioning (HVAC)

It is important to re-emphasise a point made previously in the preliminary findings, now amplified by additional evidence. For many years, many workers and not merely those in contact centre environments but generally in the modern open-plan, high density office have complained about extreme temperature, dry atmosphere, no opening windows, the sealed building and colds and bugs circulating widely. As many as 91% said that this was true for their work floor and building. Over 50% of respondents gave extensive comment detailing the seriousness of these concerns. This brief comment is typical:

A combination of poor ventilation and hot desking has always been a source of contributing to the spread of colds and flu within our building. A few years ago the air con was not working, they had huge fans circulating the hot air around, unfortunately I caught the flu and was off work for 3 weeks.

A lot of staff have been sick due to air con on too cold in winter. A lot of windows in our building do not open and the air con is always one extreme. Air con been faulty for years and constantly under repair. Intake vent for AC has blossoming trees growing over it and no allergy filter so bad hay fever in office. Someone always has a sniffle. Air con blowing dirty re-used air around the building. Windows don't open air con blows cold - have been told it takes 3 days to change remotely. Dirt on the ceilings near the vents. Windows are bolted shut so unable to open these for fresh air.

Now this might be an extreme example but the widespread extent of similar if not quite so forcible and fulsome complaint, suggests that HVAC is a general problem. We simply do not know the propensity of HVAC systems to recirculate Covid-19. What is undoubtedly true though is that the survey respondents are deeply concerned that it might. However, as is widely known HVACs have previous. As many as 57.6% were 'very worried' that the HVAC system in their centre will circulate Covid-19 and an additional 30.7% were 'quite worried'.

Workload, Pressure to Attend, Performance Appraisal and Discipline

These are very important areas lying at the heart of employment relations in contact centres. Good practice will see a developmental approach where the organisations strives to improve the quality of customer service and the degree of empathy exhibited by CSRs, and works towards the enhancement of skills and capabilities of literally the organisation's most important asset. On the other hand, bad practice, often manifests itself in strict target imposition, harsh performance management systems and discipline-focused attendance policies.

Unfortunately, the evidence suggests that the Covid-19 crisis has brought to the fore the latter approach at least by the organisations where the respondents are engaged.

For example, 78% either 'strongly agreed' (50.6%) or 'agreed' (27.7%) that they feel pressurised into coming into the workplace during the crisis. As to the specific reasons for this pressure 79% 'strongly agreed' or 'agreed' that they were worried about losing pay. More alarmingly from a developmental HR perspective is the fact that 72% either strongly agreed or agreed that that there were worried about their attendance record. From the qualitative data there is considerable testimony of workers returning to work soon after being absent with Covid-19 symptoms because of these pressures. A sizeable proportion, 57%, said that the effects of Covid-19 on their performance might adversely affect their appraisal. Furthermore, 43% believed that their targets and metrics were as tight and demanding as before Covid-19, compared to 29% who did not regard this to be the case.

As many as 60% reported that call volumes had actually increased since Covid-19, contrasting with the 21.5% who believed that they had decreased and 18.6% who regarded call volumes as having remained the same. From the qualitative evidence, it would appear that there are two principal reasons combining to produce this result, that is a larger proportion experiencing increased call volumes. First, for many channels and services increasing numbers of customers are contacting centres, often with a range of Covid-19 related anxieties. Admittedly certain call flows are no longer operating as businesses readjust and recalibrate services. Second, the workforces, depleted by illness, are being compelled to deal with the reconfigured and expanded call volumes. Further analysis of the data and additional completed surveys will provide insight into this important area.

While at this stage this report does not intend to engage in significant policy prescription it would seem to be counterproductive not to ease performance targets set in the pre-Covid period and to maintain rigorous performance appraisals. Yet, only 8.8% of respondents reported that their organisation had stopped performance appraisals for the duration of the Covid crisis. The comments are replete with sentiments such as this:

It is too much work pressure at the moment with the current call queues and we are being told to answer calls as quickly as possible but then are being penalised for not providing a better service.

Then of course there are the important mental health and well-being issues associated with workers facing greater demands from an anxious and demanding customer base whilst working in an environment that many consider to be extremely hazardous.

I don't think our stats should be monitored with all this going on, everyone minds are thinking about covid 19 and the effects it can have on us. I can't concentrate on the customers' needs fully when I'm thinking about my own

life. My mother is a full-time carer for my ill grandmother and I'm extremely worried that I might pass something on to her. The rest of my family are self-isolating and I'm having to come into a busy office, prone to catching Covid.

Working from Home

A widely reported theme in the call-handlers' testimonies was the desire to be allowed to homework. Of the 2,077 who answered the question 65.2% said that they had requested to work from home and 34.8% had not. In answer to the subsidiary question regarding outcome, only 4.8% had their request approved, while 31.7% had theirs rejected. The majority, 63.5% were waiting a decision.

A host of reasons were reported for the decision to refuse or to delay. One common reason given was technical capability. It is beyond the scope of this report to analyse these issues in depth. Nevertheless, the evidence seems to be that fewer and fewer obstacles are insuperable. Several respondents reported how members of their team, undertaking essentially the same tasks had been permitted to homework. The only conclusion that can be drawn is that technical and potential regulatory matters are not problematic. The extensive testimony revealed some flimsy evidence as to why homeworking had not been granted.

One financial services organisation was reported as only permitting homeworking once an employee had been with the company for a year and not the 9 months for which they had been engaged. Others reported that denials might be on the grounds of marginal absence records even where the employee could demonstrate that absence had been legitimate. The subject of homeworking and the evidence of this study will be the subject of a focused report.

Conclusion

The conclusion of this intermediary report is that homeworking has a series of undeniable distinct advantages, to the extent that the employee wishes to undertake it. It may prevent travel by public transport which carries its own risks. No fewer than 78% of those respondents who travelled to work by public transport regarded it as 'very hazardous' with an additional 14.3% stating that it was 'hazardous'. However, most significant of all as the evidence in this intermediary report demonstrates unequivocally that working from home will take call handlers and back office workers out of a working environment that is perceived as very dangerous. A toxic combination seems to be at work.

The flaws of social distancing, generally unavoidable even with the best of policy intentions and practices, the inadequacies of cleaning and sanitisation, the palpable risks of hotdesking, the stressful nature of increased and demanding workloads all combined with the baleful, probably dangerous effects, of sub-optimal even

malfunctioning HVAC systems in open-plan, densely populated offices make homeworking a necessity not an optional benefit. Reports emerging of the significant value to employer and employee from its widespread embrace. For workers the advantages for their physical and mental health will be incalculable.

Employing organisations have both a moral and a legal responsibility under health and safety legislation regarding the duty of care for their employees. That duty must surely include the removal of their employees from a potentially dangerous working environment. The question of whether all or indeed many contact centre employees justify the designations essential, key or emergency worker is the subject of other studies. This is not at all to doubt that much of the work undertaken by call-handlers is not hugely important for society, but it does question why concentrations of workers should remain exposed to severe risks in their workplaces. One shard of evidence from this study, though, is clear. Two-thirds of those surveyed did not believe that the service they provided justified this designation, and in the process, they provided extensive evidence in support of this self-evaluation. Surely, organisations now have an urgent responsibility to re-assess the nature of their services and swiftly home locate those many who can do so and want to. Rapid action will save some lives.