

# Agenda Item 7

## EXECUTIVE

3 NOVEMBER 2020

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### ITEM 7: SMARTER WORKING PROGRAMME UPDATE

On 29 October 2020, the Overview and Scrutiny Management Board agreed to support the two recommendations to the Executive.

The Board made the following additional comments:

- (1) Team-Working and Informal Office Contacts – It was suggested that the proposed hybrid arrangements should aim to maintain the benefits of team-working and office contact, for example, informal training, creativity, idea-sharing, and providing mutual support to colleagues. The future arrangements should aim to be sustainable and workable and consolidate on the learning so far. Providing opportunities for peer to peer meetings without the involvement of managers was seen as one area for consideration.
- (2) Isolation and Social Contact – It was suggested that there should be an emphasis in the proposed hybrid arrangements on reducing isolation and enabling social contact, supporting both physical and mental wellbeing of members of staff.
- (3) Mitigation of the Challenges of Working from Home – In addition to the challenges, there was a request for mitigations to be considered for all the challenges listed on pages 57-58.
- (4) Good Practice in Other Organisations – There was a request to consider any learning from good practice from the Council's own experiences as well as from other organisations.

The Board also received the following points of clarification:

- (1) Covid-19 and Post Covid-19 – Although the impacts of Covid-19 are expected to continue for some time, it was stressed that the Smarter Working programme is focused on the medium to long term, which is Covid-19 free or where its effects are under control.
- (2) Blended Approaches – It was stressed that one size does not fit all and the needs of each service area would be taken into account in developing the Smarter Working programme.
- (3) Use of Shared Spaces – It was confirmed that the Corporate Leadership Team would act as role models and early adopters of the shared space approach.

*Note: The page references above refer to the Executive's agenda pack for 3 November 2020.*

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