

**Appendix**

The following is a summary of some key evidence and feedback from the Room 700 pilot received regarding productivity across a number of different teams:

<b>Ways of Working – Evidence of Improved Productivity</b>
<p>There is a very strong link to improved relationships with Parishes due to the ability to communicate more frequently via virtual face:face meetings. The Operational clerks' meetings have moved to monthly and remotely, where as they used to be at County Hall and held quarterly. We get better attendance, they are more concise and relationships have improved.</p>
<p>Feedback of experience of one team (however the points noted do mirror those received from across the department):</p> <ul style="list-style-type: none"> <li>- One employee has increased hours from part time to full time as more homeworking has given greater flexibility for picking up children from school etc rather than having to leave early (for a 45 minute commute).</li> <li>- Another employee has been able to balance school / nursery pickups between work (rather than before and after), which has been beneficial. It is suspected this employee would have requested part time hours, if not for WoW and the flexibility this provides.</li> <li>- There has been less sick leave in the team, as staff are more inclined to carry on working from home, when not feeling 100% (as opposed to not coming in at all, just in case). However, corporate and departmental sickness rates do not reflect this.</li> <li>- More productive time, as now working commute time (I'm a 45 min commute from County Hall)</li> <li>- Greater cohesion seen amongst the management team, as it is easy to meet regularly on MS Teams than it ever was in the office.</li> <li>- Travel expenses and travel time has been drastically reduced, with little to no need to travel and meet external stakeholders.</li> <li>- It's much easier and quicker to get meetings in calendars, when not trying to get everyone in the same place at the same time and find a room that can hold everyone.</li> <li>- Work life balance is great, still getting everything done that needs to be done.</li> <li>- Fixed desks makes it easy for us to discuss/share ideas without the hassle of booking desks.</li> </ul>
<ul style="list-style-type: none"> <li>- Better work life balance and hugely reduced impact on environment.</li> <li>- I like to spend part of the day using a normal desk and then sometimes I use one of the booths. It's great for working with a colleague on a joint project.</li> <li>- Productivity is higher when you are able to work flexibly and utilise time better.</li> </ul>

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