

Renfrewshire Office Pilot

Improved range of work settings . . .

Context

Renfrewshire Council's new ways of working pilot went live in May 2013 with 175 staff involved across the Ground and Lower Ground levels within their Renfrewshire House premises in Paisley.

Overview

An average 8:10 (Desk:FTE) ratio was implemented with a collaborative zone installed on the lower ground floor to provide support to both floors. Departments within scope included Procurement, Technical Unit, Finance, Maintenance, Corporate Assets and Housing Services.

The total project cost was £316K with £117K of the spend allocated to furniture settings.



Drivers

Organisational Agility	Efficient Space Utilisation	Improved Environment	Service Delivery
Improved ability to react to change	Increased capacity	Modern office	Improved morale
Reduced move costs	Scope for partner opportunities	Variety of work settings	Reduced absence/stress
Reduced complexity of moves	Efficient & effective work space	Work environment to support optimal working	Improved work/life balance

Evaluation

The six month evaluation was completed in February 2014 with the success of the pilot being measured at the twelve month point. A range of evaluation activities including online questionnaires, workshop sessions, desk utilisation and 'Day in the Life' studies were implemented to gauge the success of the pilot and identify the required activities that would support the existing platform and facilitate further improvements.

Feedback to date has been generally positive with many staff finding the improved mobility of the workspace and the range of work settings beneficial to their daily routine. The outputs of the pilot will both inform future phases within Renfrewshire House and the development of an evaluation methodology which can be used to support other public bodies.

SFT Contact

Shona Adam, Workplace Change Advisor, 07712 321 961 / Shona.Adam@scottishfuturestrust.org.uk