

Cabinet Meeting Resolution

**Executive
Forward Plan
Reference**

E3261

Preparing for the Future Programme

Date of Meeting	11-Feb-21
The Issue	<p>The report will contain details on the progress so far with the Preparing for the Future Programme. This programme will deliver changes to how we work which will streamline our use of office buildings and provide a more flexible workforce that reflects the changes in how we now work and how we will deliver services in the future. The aim is to equip all staff to have a good day's work by providing them with the right technology, being flexible in our approach to promote wellbeing and ensuring an effective work/life balance.</p> <p>The overarching principle of the programme is 'work is what you do not a place you go'.</p>
The decision	RESOLVED (unanimously) that the Cabinet agreed with the aims of the Preparing for the Future programme and to note the progress that has been made with the programme to date.
Rationale for decision	<p>A previous review of our office accommodation has shown us that Keynsham Civic Centre has been under-utilised for some time as the space is not being used effectively. A re-design of the internal space will allow us to improve utilisation and capacity of this office building and contribute to delivering existing budget savings in the Estates service from a reduction in our office buildings.</p> <p>The Preparing for the Future Programme will deliver changes to how we work which will streamline our use of office buildings and provide a more flexible workforce that reflects the changes in how we now work and how we will deliver services in the future. The aim is to equip all staff to have a good day's work by providing them with the right technology, enabling blended working, being flexible in our approach to promote wellbeing and ensuring an effective work/life balance.</p>
Other options considered	<p>The Council could retain the current office building estate and associated costs, but would not be capitalising on the opportunity that the pandemic has presented us with. It is clear that the as a result of Covid the world of work is set to change on a permanent basis. It is recognised that organisations which proactively respond to the opportunities afforded by the pandemic and reorganise their arrangements, are most likely to have a more effective recovery.</p>
The Decision is subject to Call-In within 5 working days of publication of the decision	