

# Work Where/How It Works Best

---

Enabling Future Ways of Working

People and OD Committee Update – October 2021

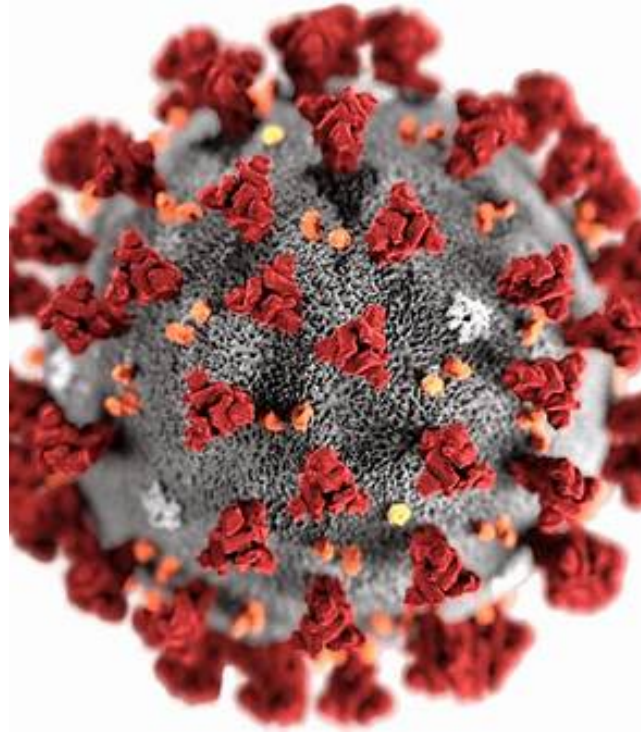


GIG  
CYMRU  
NHS  
WALES

Iechyd Cyhoeddus  
Cymru  
Public Health  
Wales

# Work Where It Works Best

## The Story So Far...



# Other drivers/information sources

The world (and ours) is changing...

---

- Executive Team interviews
- NHS Wales organisations
- Broader world of work
- Welsh Government driver – 30% of workers to work at or near to home
- Organisational growth and impact on estate

# Task and Finish Group

## Purpose and Membership

***Co-develop draft principles to support a twelve month trial to 'work where/how it works best', maximising the early benefits of additional flexibility/choice and minimising potential harms/negative effects***

*Including:*

***Outline measures/evaluation  
Recommended methods of enabling the trial  
(i.e. toolkit, training packages, policies,  
processes for managers/teams/individuals)***

*People and Organisational Development:  
OD, HR expertise, Diversity and Inclusion, Employee  
Experience and Partnering*

*Trade Union partners*

*Estates, Facilities and Health and Safety*

*Informatics*

*Staff Diversity Network Chair representative*

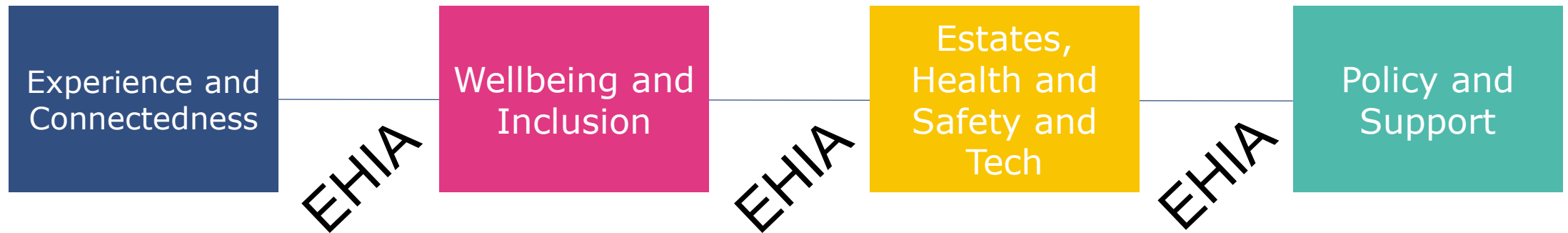
*Communications*

*Staff Representatives*

# Principles

## Draft Content

- Values based and supported by three pillars – work, team, self; applies to everyone but outcomes/arrangements will look different
- Flexibility and the need to adapt is ongoing and regularly reviewed
- No one will be treated more or less favourably based on where they work best
- Core areas of consideration:



# Enabling Work Where it Works Best

## Making it happen

---

- Working with Knowledge and Employee Experience colleagues to establish measures and an evaluation process – including diversity data
- Develop/procure a whole-of-estate booking system – no one is a visitor
- Develop guidance and direct-to-manager workshops, including FAQs and revisiting performance management – outcomes focussed not presence
- Investing in additional training programmes for managers
- Using Our Conversation outputs and ongoing data to reconfigure elements of the estate, maximising what works best – quiet and collaborative space, learning and innovation and partnership working, both internal and broader system
- Commissioning a review of our Management and Leadership framework, role of the manager and development programmes – this is a core driver

# Work Where it Works Best

## Timeframe

- **WG Autumn/Winter Plan:** work from home
- **End of November:** Leadership team agree principles
- **November/December:** Design...opportunity for more staff to get involved in designing enabling processes and supporting resources, to communicate and bring Work Where It Works Best to life – extension of T&F Group
- **January/February 2022:** Deliver...if we're anticipating a lifting of restrictions, colleagues will be encouraged to start having discussions about where it works best ahead

