

# Case Study

## Workplace of the Future: A strategic review of office accommodation



**Client:** Hampshire, Southampton, and Isle of Wight CCG

**Project:** Workplace of the Future: Strategic review of office accommodation

**Services Provided:** Strategic planning; Options appraisal, Workforce management & redesign; Workplace culture: Remote working; Estates planning; Space utilisation; Space planning; Stakeholder engagement.

**Timescales:** 12 week project delivered in Q4 2021\_2022

**Following the merger of six CCGs into a single organisation, in conjunction with the increased requirement for home and remote working resulting from COVID-19, Hampshire, Southampton and Isle of Wight CCG (HSI CCG) are developing a 'Workplace of the Future' strategy that will place emphasis on the consideration of new ways of working and delivery of estate efficiencies.**

Their aim is to create flexible space to reflect different ways of working, whilst exploring opportunities to maximise the public sector estate through collaboration with wider public sector partners.

The HSI CCG current estate is no longer fit for purpose to support new ways of working and is not reflective of the changing behaviours and needs of the workforce. Given the move towards flexible working the requirement from office accommodation is no longer the same and therefore HSI CCG have taken action to better understand;

- The types and quantity of spaces required in the short, medium and long term
- How current estate can be adapted to suit future need.



### Activities undertaken by gbpartnerships:

*gbpartnerships consult have recently invested in workplace planning expertise, this - in conjunction with our vast estate experience - made us ideally suited for a administrative estate review.*

- The work was carried out in three phases: Diagnostic / Scenario Planning / Recommendations and Roadmap.
- Activities included: review and analysis of a variety of data sources, interviews with CCG leaders and other NHS and public sector body colleagues. Development of a long list of permutations - estate options and workforce policy scenarios followed by a shortlist based on the outcome of the diagnostic stage.
- The team also held a virtual session with CCG leadership to present and discuss the work, using this feedback to input into the development of a final shortlist.



### Our Impact:

**Our work provided the HSI CCG exec team with tangible evidence upon which to base estate decisions. We stimulated discussion around appropriate hybrid models of working and facilitated a cohesive viewpoint across six different geographical regions.**

- We evidenced the importance of a consistent approach regarding flexible working practices and the impact of that approach on the estate.
- Confirmed feasibility site consolidation.
- Informed strategic thinking to enable the development of an estate plan that supports the new ICS and Place Based delivery system.

*"The gb team were effective, flexible and linked in well with us."* Andrew Wood, Director of Strategic Finance