

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



Activities undertaken by gbp partnerships:

HIS CCG commissioned gbp partnerships consult (through Hampshire Estates Partnership LIFTCo) to undertake an 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 gbp team were effective, flexible and linked in well with us."

Andrew Wood, Director of Strategic Finance





The Power of Partnership



We develop and deliver partnerships with clients across health, local authorities and the wider public sector. Empowering people to change practices, processes and the use of physical assets, in order to embed long lasting organisational transformation.



Unlike other consultancy companies who only provide advisory services, gbpartnerships consult - as part of the gbpartnerships group - are able to apply the group's operational delivery experience in managed services, asset management, property development, and long-term partnerships with 14 local community and healthcare systems across England, to deliver grounded, end to end service transformation, change management and asset management services to clients.



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If you'd like to find out more or arrange an informal chat about our work contact:
Sam McCumiskey, gbpartnerships consult Managing Director
Email: sam.mccumiskey@gbpconsult.co.uk