



REQUEST | 17028

I would like to request the following information regarding the working arrangements of your council staff:

1. Current Working Arrangements: Could you please provide details on the current working arrangements for council employees? Specifically, I am interested in the proportion of staff working:
 - a. Fully remotely,
 - b. Fully in-office, and
 - c. On a hybrid basis (part remote, part in-office).
2. Hybrid/Home Working Policy: If applicable, could you share a copy of the council's policy or guidelines on hybrid and/or home working, including any updates or changes made since the onset of the COVID-19 pandemic.
3. Any job roles where working from home or hybrid working is not permitted.

RESPONSE

1. The working arrangements for council employees are managed within directorates/services/teams and we do not hold a record centrally of numbers of staff in each of the categories you set out.

We support a flexible workforce that makes informed decisions on the best way and place to work, have the right skills to do so whether that's at home, within the community or a council building.

Where they work will depend on their job role, service requirements, and the needs of our residents. There is a blended approach to work from 'My Place, Our Place, Your Place'.

My Place is about supporting individuals to work from home.

Our Place is about collaborative, redesigned areas within council buildings that provide opportunities for working together with others, networking and collaboration

Your Place is about working within the community whether that be in a resident's home, within neighbourhoods or community hubs.
2. We do not have a hybrid/home working policy, but the below document sets out the principles associated with our approach.
3. As mentioned above, the working arrangements for council employees are managed within directorates/services/teams and we do not hold a record centrally of numbers of staff for whom hybrid working is not permitted.

Think flexibly...



Manage your week well
 Make the most of your time
 Be considerate of others
 Discuss with others when and where you will be working from
 Keep your calendar and contact details up to date

What's your plan if you need to work at a different place at short notice?

Think place...



It's ours, take care of it
 Be an ambassador
 Be aware of your surroundings, protect data and respect privacy
 Think local, spend local

Where do you need to be to achieve the best outcomes?

Think innovatively...



Be Wigan
 Be creative
 Collaborate
 Look for opportunities
 Think asset based - strengths and opportunities

Can you do things in a better way?

Think digital...



Make the best use of digital assets
 Share skills and tips with others
 Take care of your council kit; use it to work from any place – not just home
 Leave shared technology as you found it for others to use

Do you take opportunities to learn and upskill yourself?

Think green...



Be Kind to our town
 Think paperless
 Plan your journey; avoid unnecessary travel
 Consider alternative options - walking, cycling or car sharing

Think about how you can minimise journeys and maximise your use of time effectively from the best location.

People Relationships Outcomes

Be Positive

Be Accountable

Be Courageous

Be Kind

Re-imagining How We Work



My place



Your place



Our place