



NET ZERO



SUSTAINABLE PLACES

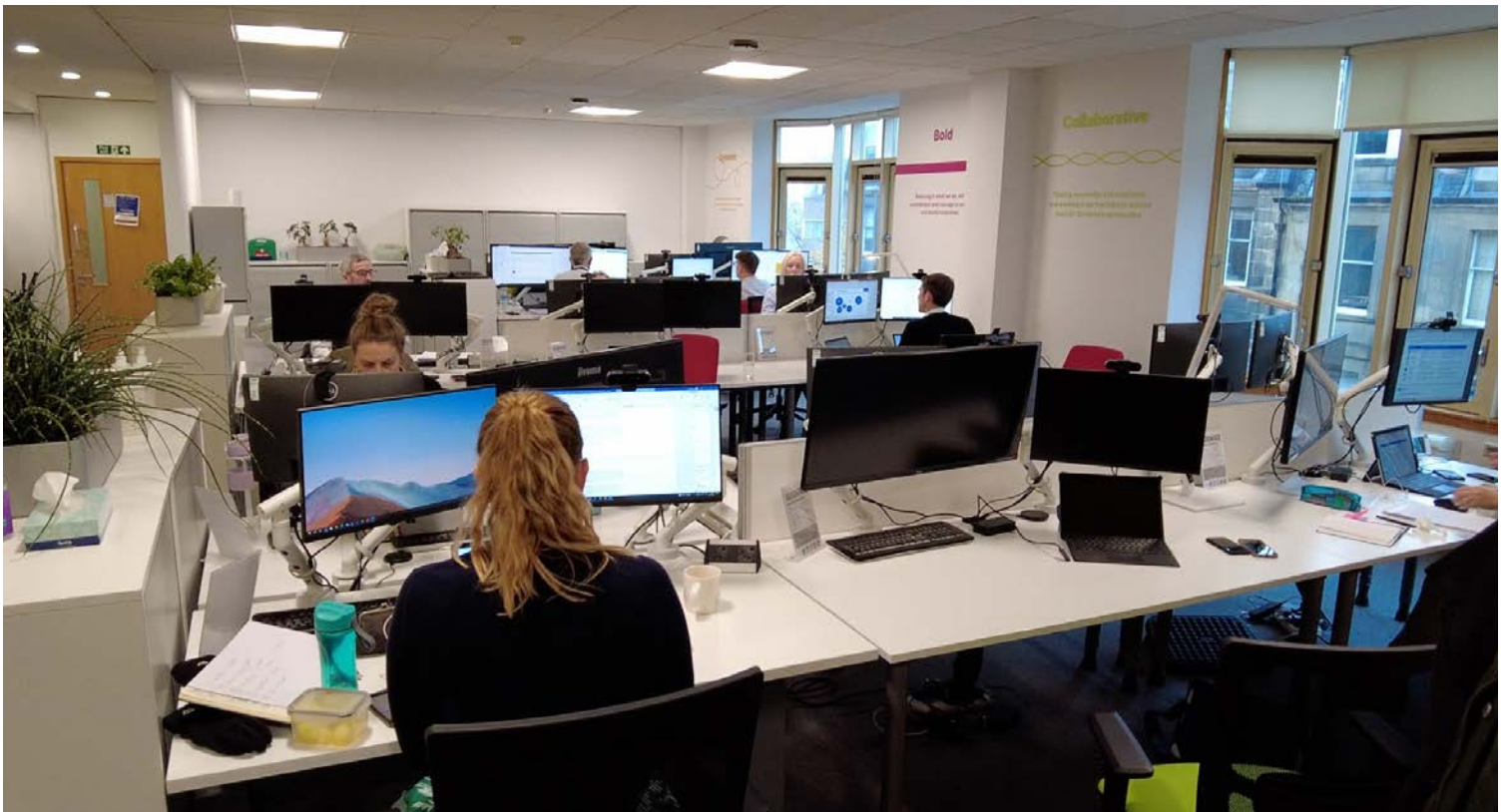


INCLUSIVE GROWTH

Public asset condition and performance is improved



Taking our own advice to deliver workplace efficiencies



LIKE many organisations, following the pandemic we began to review our future workplace needs. We were keen to continue to provide an effective workplace for staff whilst also looking at how we can reduce overheads that align with Scottish Government's thinking around promoting better use of public sector buildings.

The guidance we produced during the pandemic – **A guide to Property Asset Strategy in the Scottish Public Sector** together with our **New Frontiers for Smarter Working** which were produced to support public bodies re-think their office needs, helped guide our thinking towards finding a suitable solution, which we did by taking vacant space at Thistle House, a

public sector owned building at Haymarket in Edinburgh and approximately 20% smaller than our previous office.

In October 2023 we officially moved our 70+ plus staff into our new office, but not before our in-house project management team, consisting of Asset Strategy and Corporate

Taking our own advice to deliver workplace efficiencies



Infrastructure Investment Plan for Scotland



New Frontiers for Smarter Working

Services team members, secured the contract to the new workplace, provided regular updates to staff, managed the IT installation and project managed and delivered the new work space and office layout.

Employees now work from one of sixteen traditional workstations, can access many of the hybrid work booths, or be based at 'quiet working stations' or in quiet rooms.

The office has two soundproofed pods for taking phone calls and a larger one for small, two to three person meetings plus two formal, boardroom style meeting rooms. These are complemented by a range of open-plan, acoustically protected booths and informal seating areas that support a range of collaborative work activities.

Access to vacant desk space is managed by an 'app' which limits occupancy to forty people at any one time and allows staff to see who is in the office to help with greater collaboration.

Operational efficiencies are also delivered from a manned reception for the whole of the building, communal kitchen and dining areas and larger meeting facilities available as a shared resource and can be booked out as required.

Feedback following the move has been very positive and is reflected by the frequency staff come to the office as they find the new space better supports their needs than it did in the previous office.

The opportunity to relocate provided us with the opportunity to reset the way our workspace was used and to bring key components for a 'home' for our staff.