

Together we are delivering your

New Somerset Council

Dynamic Working Strategy

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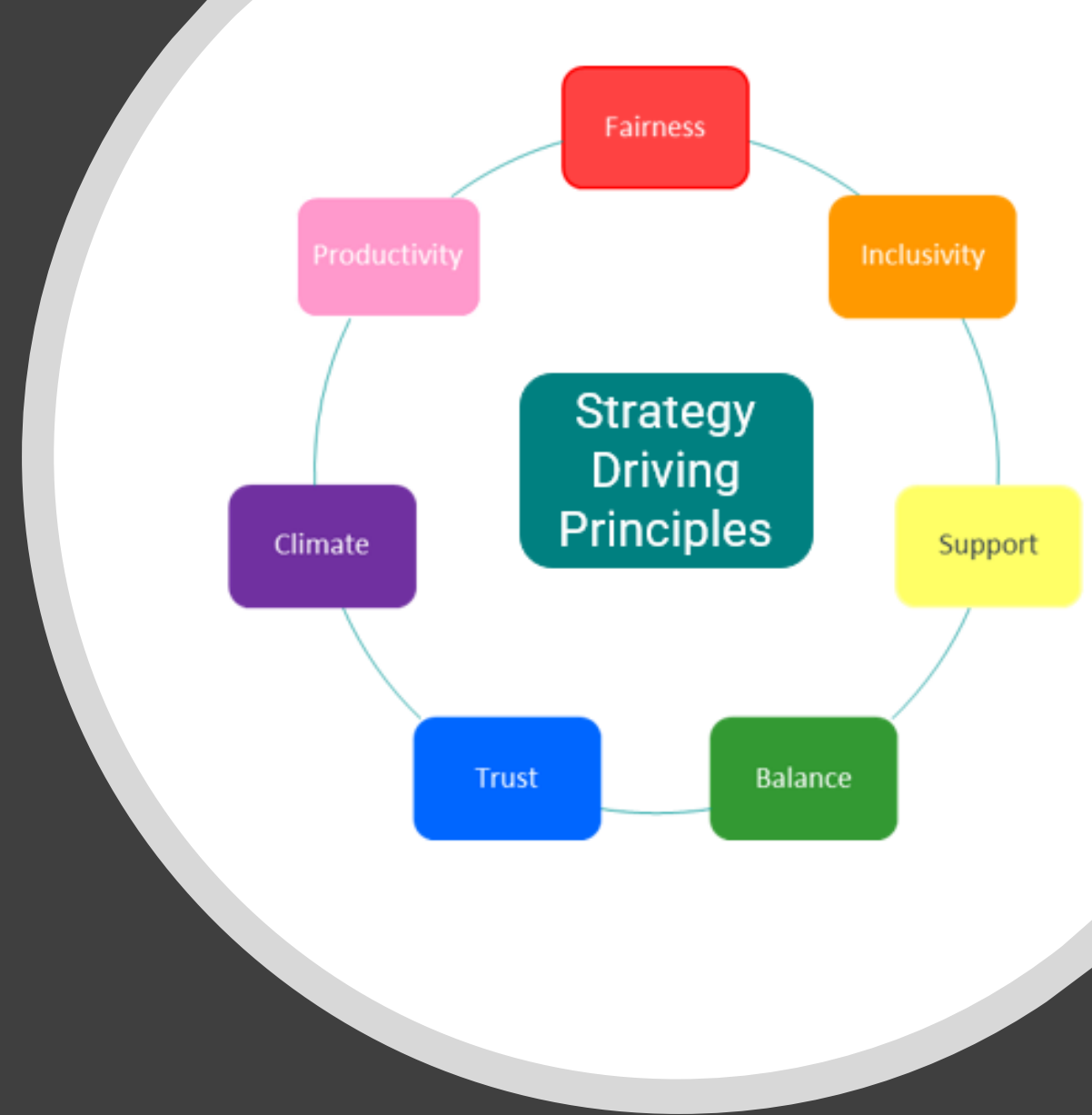


Dynamic Working Strategy

Somerset Council is embracing more innovative and flexible ways of working and delivering services to create a culture of trust, high performance and wellbeing.

Dynamic Working refers to the role specific ability to flex the how, when and where you work, to best meet the needs of the customers, the service, and any personal circumstances.

The aim of this strategy is to support employees in creating a balanced life, encouraging their overall wellbeing and professional success.



Approach

Allowing employees choice, wherever possible, about how and where they work.

An agreement to work dynamically is not permanent and is not a formal change to an employee's Ts & Cs or contractual arrangements.

We continue to recognise the value of in-person collaboration and connection, e.g., for learning and development, induction, some team meetings and managing performance.



Benefits

Employer of Choice - improving recruitment & retention.

Wellbeing – family friendly, better home and work balance.

Climate - significant potential to reduce office footprint, business & commuter travel. Supports our climate emergency agenda.

Budget - significant potential to reduce cost of estate.



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