

**Q: What are Activity Based Work, hot desking or open plan workplaces?**

A: Activity Based Work, hot desking and open plan are all different approaches to utilising the workspace. Activity Based Work offers a wide variety of work settings to encourage a level of freedom of choice and mobility to work wherever, whenever and with whomever they need.

Open Plan offices typically don't offer much variety. They commonly only comprise of one type of individual work setting in an open environment and a minimal selection of collaborative settings in an attempt to increase collaboration. But the reality is that people cannot concentrate in Open Plan offices and often collaborate less. Hotdesking is the same as a traditional environment, but where the low variety of settings are shared among a large group of people. In both these styles of workplaces it is hard to see how staff are being well supported to do their jobs. In fact, these space and cost efficiencies generally come at the cost of productivity, privacy, and flexibility.

While there are some similarities between Activity Based Work and Hotdesking (shared work settings), and Activity Based Work and Open Plan (no offices, open spaces), Activity Based Work differentiates itself in a number of ways that ensure staff feel that the workplace exists to support them, not the other way around. Activity Based Work provides areas for people to work that offer a balanced variety of fit-for-purpose open and closed work settings designed for a common, but particular, functions. For example, there may be open spaces designed to facilitate ease of collaboration and interpersonal interaction and these are balanced against enclosed spaces which support high-focus work, formal meetings or confidential conversations.

Source: <https://www.veldhoencompany.com/en/faqs/>

**Q: Will our new workplace include hot desking?**

A: The program has no plans to introduce hot desking, however it will be the Workplace Strategy, as informed by you, will determine the future of Health's future workplace. The strategy will be developed based on results from an all-staff survey and a series of face-to-face consultation sessions across all offices. It will become our roadmap for what is required to realise Health's future workplace, including its physical environment, ICT solutions, learning and development needs and HR policies.