



NEW WAYS OF WORKING STEERING COMMITTEE (NWOWSC)

Date of Meeting: 31 October 2019
Agenda Item No: 03
Branch/Division: Program Manager, New Ways of Working
Sponsor: s 22

WORKPLACE STRATEGY UPDATE

RECOMMENDATIONS

Seek:

- **IN PRINCIPLE ENDORSEMENT** of the draft Workplace Strategy:
 - Part 1 - Workplace Strategy Overview
 - Part 2 - Managing NWOW Changes
 - Part 3 - Translating NWOW
- **IN PRINCIPLE ENDORSEMENT** of:
 - Proposed wider consultation process for the Workplace Strategy
- **ENDORSEMENT** for the use of the term **Activity Based Working**

PURPOSE OF THE PAPER

Veldhoen + Company (V+C) will deliver a summary of the draft Workplace Strategy (WPS) and facilitate discussion on each Part. An in principle endorsement will be sought to allow for the WPS to be further refined and then finalised.

SUMMARY OF DISCUSSION ITEMS

- V+C to facilitate a discussion, guided by the draft Workplace Strategy, that allows an 'in principle endorsement' to be made by the Steering Committee on the following components of the WPS:
 - Part 1 – Workplace Strategy Overview
 - Part 2 – Managing NWOW Changes
 - Part 3 – Translating NWOW
- Program Manager to facilitate discussion on whether or not wider departmental consultation will be required prior to finalisation/approval of the WPS (i.e. with Unions, National Staff Participation Forum etc).
- Key decisions were endorsed by Steering Committee on 20 September 2019 which provided direction on the type of WPS that will best support the desired future state of the department. The outcome of these decisions leads to the understanding that the department would benefit from the implementation of Activity Based Working (ABW). While the use of this term has been avoided in the past, it is now evident and timely for the NWOW program to own the term and educate the department on the vast benefits it can bring. This provides transparency to the chosen strategy which is in its nature ABW.



Activity Based Working:

ABW provides the opportunity for organisations to rethink how the way that they work contributes to the realisation of their organisational vision and strategic objectives. The ABW approach recognises that people perform different activities in their day-to-day work, and therefore need a variety of work settings supported by the right technology and culture to carry out these activities effectively. By creating a work environment based on this principle, ABW creates a space that is specifically designed to meet the physical and virtual needs of individuals and teams. More importantly, ABW's heavy emphasis on the creation of a culture of connection, inspiration, accountability and trust empowers individuals, teams and the organisation to perform to their potential. In other words, ABW transforms work into something you feel empowered to do, rather than somewhere you need to be (source: V+C).

It is recommended that Steering Committee members watch the following video developed by V+C on ABW using this [link](#).

NEXT STEPS/MILESTONES

- V+C to deliver revised final Workplace Strategy at the November Steering Committee Meeting.

ATTACHMENTS

3.A – Draft Workplace Strategy

Contact Person:

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Phone No:

Date Cleared:

22 October 2019

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