

FOI Ref  
**10579**

Response sent  
**21 Mar 2022**

### **(CCC) Staff home working**

I would like to understand If the council is looking to encourage home working after pandemic.

1. Does the council have a hot desking policy?  
Yes / No

2. Did the council use a hybrid model of home working and office working in 2020, before the pandemic?  
Yes / No

3. In a hybrid model how many office seats to staff ratio (people that use PC's not gardeners etc.) did you have before the pandemic?

4. Is the council continuing with Hybrid Model of home working and office working or looking to dismantle after the pandemic i.e from 24th of March 2022?

- Dismantle.
- NO decision has been made.
- Keep it running.
- Expand.

5. If the council is continuing with the Hybrid model what is its target office seats to staff ratio?

### **Response**

1. Does the council have a hot desking policy? Yes/No

Yes - This is covered as part of our Ways of Working guidance for staff and managers.

2. Did the council use a hybrid model of home working and office working in 2020, before the pandemic?

Yes / No

Yes - On a very small scale, linked to increased use of laptops and mobile working.

3. In a hybrid model how many office seats to staff ratio (people that use PC's not gardeners etc.) did you have before the pandemic?

The Council pre-pandemic aimed for a ratio of 7/10 desks to staff ratio with a view to moving closer to 5/10 over time through more flexible working.

4. Is the council continuing with Hybrid Model of home working and office working or looking to dismantle after the pandemic i.e from 24th of March 2022?

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- Dismantle.
- NO decision has been made.
- Keep it running.
- Expand.

Keep it running

5. If the council is continuing with the Hybrid model what is its target office seats to staff ratio?

Work is being undertaken to determine office space needs based on new ways of working such as the hybrid and other models but there is not a defined target desk to staff ratio.

We aim to provide a high-quality service to you and hope that you are satisfied with this response. If you have any further questions, please do not hesitate to contact us.

Further queries on this matter should be directed to [foi@cambridge.gov.uk](mailto:foi@cambridge.gov.uk)