

	<b>For the Council</b>	<b>For staff</b>
<b>Advantages</b>	<p>Reduced property running costs/ opportunity to dispose of surplus office space</p> <p>Opportunity to rethink what the office is for</p> <p>Happier workforce</p> <p>IT upskilling</p> <p>Increased productivity and job satisfaction</p> <p>Council stays competitive as a prospective employer</p> <p>Attract and retain a more diverse workforce</p> <p>Improve trust and working relationships</p>	<p>Better work/life balance and flexibility</p> <p>Reduced commuting time and costs</p> <p>Greater autonomy</p> <p>Fewer distractions</p> <p>Better collaboration (using MS Teams and other technology)</p> <p>Less 'presenteeism'</p> <p>IT upskilling</p>
<b>Disadvantages</b>	<p>Reduced face to face contact between staff/ Members/ residents</p> <p>Potential for reduced control/oversight</p> <p>Harder to induct new joiners/train junior staff</p> <p>Harder to maintain culture/ cohesion</p> <p>Risk of 'two-tier' workforce</p> <p>Staff may see it as a 'right'</p> <p>Investment of time and resources implementing policy and processes</p> <p>Increased risks to data privacy and cybersecurity</p> <p>Difficult to make sure employees disconnect, take sick leave when needed, do not work during annual leave</p>	<p>Harder to collaborate with colleagues</p> <p>Negative impact of isolation on mental health</p> <p>Lack of visibility to management</p> <p>Lack of adequate space and equipment</p> <p>Poor internet connection</p> <p>Harder to manage difficult relationships (both at work and at home)</p> <p>Blurring of line between work and personal time</p> <p>Harder to disconnect and switch off (increased working hours)</p> <p>Increased utility and equipment costs</p> <p>Management concerns around misuse of Council time leading to micromanagement and excessive monitoring</p> <p>More likely to work when sick</p>