

The Challenge

- The Department's new strategy has prompted us to commence working on a Digital Strategy that aligns our work towards these goals.
- This means that our work is likely to involve increased collaboration.
- It's necessary to modify our workspace to meet these needs.
- Our goal is to ensure that we meet this challenge in a way that responds to the demands of our business, and ensures that effective consultation takes place with staff.

The Solutions

- The Department's head office at 105 Phillip Street, Parramatta, was constructed from the ground up to accommodate flexible work practices.
- By contrast, Eveleigh is an existing building which will need to be modified in some ways to accommodate the challenges we face.
- We can use the Parramatta State Office as an influence, rather than a template, to design how we modify the Eveleigh Office in two ways:
 - Changing our furniture and assets in order to create more capacity.
 - Introducing or strengthening work practices to ensure that working at ITD continues to be safe, attractive to staff and efficient.

The Possibilities

The solutions involve a mix of asset modification and enhancing the way we work, and might include some of the following:

Assets

- New desk configurations and storage units, including lockers.
- Kitchen upgrades.
- Conversion of offices to meeting rooms.
- Rebuilding existing meeting rooms.

Work Practices

- Clean desk and minimising the use of paper.
- Revisiting the use of the Great Australian Bight.

The Benefits

The results that we are aiming to achieve include:

- Creating capacity for our future requirements under the Digital Strategy.
- Providing staff with flexible seating options.
- Reconsidering the way we use our workspace to maximise the benefit to staff.
- Leveraging the advantages of a changed work environment to introduce new work practices that help our staff to be safe and efficient.

The Process

- Consultation with our staff at the Eveleigh SO to understand concerns.
- Liaison with other areas of the department to understand and mitigate any issues involved with the proposed changes.
- Presentation of a project plan to the ITD Executive and endorsement.
- Regular communications to staff and the PSA.
- Evaluation of changes made and reassessment where this is considered necessary.

The Summary

- ITD is reorganising its workspace at Eveleigh.
- Since there is a requirement for change, we are addressing the challenge in a way that minimises disruption and uses the change to make improvements to our environment.
- Principles used successfully at 105P provide excellent guidance for what would work best, with the understanding that 105P was custom built and we are modifying an existing building.
- Using that framework, we in ITD have to consider how we can make changes to our assets, and modify our work practices in a complementary way.
- Once we determine the best way forward, regular communication and evaluation will be used to inform staff of developments and provide a channel for feedback.
- We will consult with the PSA throughout the process and ensure that communication is maintained as plans progress.