

# A four day week trial – South Cambridgeshire District Council

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**Crisis – the new normal for  
public service communications?**

**30 November 2022**

# What is a four day week?

**100%** of the work

Done in **80%** of the time

For **100%** of the pay

# Your initial reaction?



# Four day week in numbers

1 Council trialling  
15% of businesses said  
46% productivity business  
88% report it is  
working well for their  
productivity had IMPROVED  
maintained at about the  
same level  
70 UK organisations trialling,  
totalling 3,300 employees

# Why trial it?

**1** Recruitment crisis – January to March this year only 50% roles filled

**2** Retain talent – knowledge intensive roles and cases passed on

**3** Agency costs high - £2m a year for 23 posts, can cut in half

**4** Health and wellbeing

# Our approach

- No playbook here – we are the first
- D Day – report published for Cabinet
- Before the report was published we:
  - Clear plan and messages – for all our communications
  - CEO briefings for all councillors
  - CEO briefings for all colleagues – laptop based and manual workers
  - Put a 3 month planning period in place
  - Provided ways to gather colleague feedback



# But most importantly...

**Be honest** – it is fine to  
not have all the answers







## Cambridgeshire council poised to be first in UK to trial four-day week

South Cambridgeshire district council set to vote on pilot of shortened week for 470 desk-based employees

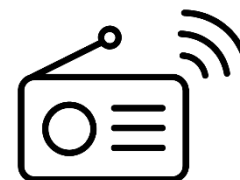


📷 The gothic tower on the Wimpole Estate, Cambridgeshire - the council operates in a district of more than 100 villages circling Cambridge. Photograph: Andrew Butler/PA

A Cambridgeshire council is poised to become the first in the UK to trial a four-day week, in a pioneering test of whether the working pattern applied successfully in the public sector without disrupting front services.



"Well... I'm sold..."



**LAD  
BIBLE**



NEWS

ENTERTAINMENT

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## UK council to become first to trial four-day working week for staff



Tom Wood

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# What are we seeing?

- A transformation programme that can deliver – through social contract
- Changing behaviours

# And what next?

- We have a baseline to measure against - health & wellbeing survey and KPIs
- 3 month trial January to March
- Manual roles enter trial and one year trial for laptop based colleagues?
- Ensure our communications are conversational and we capture lessons

