

Attachment 2: Design Principles

Design principles

Design principles have been established to guide the development and analysis of options, these include:

- Improving customer service and access – providing a welcoming and effective customer service area, a key shortcoming of existing buildings is the poor customer service and limited accessibility
- Civic and governance functions – improved civic and council functionality is a key priority for the project
- Preservation of cultural heritage – a key issue raised was the protection of the Public Hall and its current community uses as part of all schemes considered
- Productivity, attraction, and retention of staff – a critical issue for small rural shires is the ability to attract and retain qualified and experienced staff
- Ways of working – recognition that the way work is performed has changed since Covid19 and there is a need for a contemporary workplace and supporting business systems to service the needs of the whole community
- Activity-based working – internal layouts must be flexible and adapt to the changing work environment – a mix of ergonomic workstations and flexible workspaces will be incorporated into design
- Environmental standards – the building will be built to a high environmental standard and consider energy independence and secondary generation capacity

HYBRID+flexible

The way in which many people relate to work has changed significantly since Covid19. Many positions can support flexibility in terms of attendance in the workplace and this forms the basis of a new workplace bargain that has benefits for council and its employees.

Employees can enjoy the benefits of flexible work (from the office, home, or alternate place) but must give up some of the rigid rules that applied in pre-Covid workplaces.

It is recognised that a priority must be the maintenance of service levels to the community, not all positions have the capacity of being flexible, and that some employees do not have the ability to work flexibly.

A new office standard for buildings to support 70% occupancy has been established for this project.

This supports a more efficient building design with significant savings in staff accommodation that translate to a more efficient build or expanded space for customer and council functions.

A small number of employees who cannot take up flexible work will likely have designated workspaces.