

**Motion to:** Council

26 September 2023

**Subject:** Working four days a week

**Proposer:** Councillor Worley

**Seconder:** Councillor Galvin

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Several UK-based campaigns, including the campaign of the Chartered Institute of Personnel and Development, call for flexible working arrangements to be a day-one right for all employees and that job adverts should stipulate this flexibility. Flexible working arrangements benefit different groups of people, including parents, carers, people who want to study, and people who volunteer in their community. They also support mental and physical health. Trials where employees have worked a four-day week have led to better retention which has saved expense in agency fees.

Growing evidence, including a trial of 2500 government employees in Iceland who switched to a reduced (four-day) working week for a period of 4 years suggests that productivity stays the same or improves when working hours are reduced. The Iceland trial found that the well-being of employees also increased dramatically.

Council **RESOLVES** to:

- 1) continue to provide exemplar practices regarding flexible working arrangements throughout the different levels of the organisation, including stipulating flexibility in job adverts
- 2) extend its longstanding work with partners on the living wage to support flexible working; and
- 3) explore the benefits of a reduced working week at full pay and initiate discussions within the council and with partners about the potential of this future model.