

Appendix A - Decant Options for Workplace Transformation programme

Options	Est cost	Advantages	Disadvantages	Feedback
1. External office building which would accommodate 600 workstations.	£2.15million + running costs + dilapidations	<p>One IT line required</p> <p>One decant location to be managed.</p> <p>Increases team co-location.</p> <p>Fully supports service redesign and business transformation.</p> <p>Will allow the build programme to be delivered within the timeframe.</p> <p>Minimal build work required.</p>	<p>No current availability within the area.</p> <p>The cost, minimum of £900,000 an annum plus outgoings.</p> <p>Dilapidations costs would have to be factored in at the end of the lease period.</p>	<p>There are currently no available buildings for this number of workstations. The nearest we can get is 50 workstations so even if possible, we would require 12 sites with 12 times the ICT and support costs.</p> <p>The indicative cost assumes we could find one large site and includes rent for 2 years: £1.8 million (for 60,000 sq ft)</p> <p>ICT costs: £350K</p>
2. Multiple external sites which will accommodate a total of 600 workstations.	£2.4million + running costs + dilapidations	<p>Possibly still within Trowbridge.</p> <p>Minimal build work required.</p>	<p>Will require multiple IT links.</p> <p>Teams couldn't be co-located.</p> <p>Would limit parking.</p> <p>Will increase ICT/Facility support costs.</p> <p>Will significantly reduce the service redesign and business transformation opportunity.</p> <p>The rental cost, minimum of £900,000 an annum plus outgoings.</p>	<p>Includes rent for 2 years: £1.8 million (for 6 buildings at 10,000 sq ft each)</p> <p>ICT costs: £640K</p>

<p>3. George Ward School.</p>	<p>£2.45m + running costs</p>	<p>One IT line required. One decant location to be managed. Less risk as we own the building. Would allow sale to be postponed, allowing time for the market to recover and maximise capital receipt, which is recommended by Property Services. Empty sites get vandalised, therefore our occupation will be a positive. Parking available. Local transport links available. Local amenities (shops/cafes/leisure facilities). Increase team co-location. Lower overall cost. Result in a shorter build programme & build costs. Kitchen could provide a interim catering solution. This option would reduce running costs overall Sports hall would offer interim storage facility. Fully supports early service redesign and business transformation.</p>	<p>Work required to make it suitable for office accommodation. Extensive Asbestos removal required. Planning consent required. Need to support some staff in travel arrangements and time</p>	<p>Estimated cost includes all build work costs and ICT costs. This would allow complete decant of both County Hall and Browfort.(Excluding members and Senior Chief officers) The school is due to be empty from 9th July, allowing a 6 month period to carry out any work. To be considered: Ridge feasibility study on suitability Change of use planning consent A travel plan – possible use of minibus transfers to and from Browfort/Trowbridge. Would allow a more radical change to MECH in relation to energy and carbon efficiency reducing long term costs. Will be fully DDA compliant and has sufficient space to allow the continuation of a staff ‘canteen’ and rest rooms. It is unlikely that any other option would offer this. Elements of the cost (such as asbestos removal) would be incurred in any event as part of presale works, leading to lower overall cost than other options.</p>
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4. General re-shuffles within existing buildings	Significant costs as we will be using inherently unsuitable locations	Will not cost as much in accommodation costs. Will still need to take on any other buildings.	<p>Will not accommodate decant of large numbers. Will require a large number of small moves over many years.</p> <p>Will prolong build programme significantly and not meet programme timeline.</p> <p>Will increase ICT/Facility support costs.</p> <p>Will significantly reduce the service redesign and business transformation opportunity and remove the opportunity for the provision of partner accommodation in County Hall. Will require staff to operate services from what would amount to a building site for three to four years with increased health and</p>	<p>Will only make space for an extra 150 - 200 workstations - around a floor of MECH at a time – which would not support service transformation or collocation.</p> <p>Estimated cost includes move and ICT costs. Additional costs will be incurred in retaining existing external leased accommodation for longer. Even with careful planning, the noise transference and general inconvenience of the building work for staff will be significant. The need to maximise utilisation would potentially delay the reopening of the new Library and Customer Access facilities at County Hall. Would limit the opportunity to maximise the overall carbon and energy efficiency of the refurbishment. Will significantly impact on the possibility of early collocation of partners on the</p>

			safety risks	County Hall campus. Has significantly higher ICT risks relating to both the provision of extra capacity in the building and the construction and delivery of the main ICT server and switch room.
5. Refurbish Chapmans building	£200k	On County Hall campus. Parking available.	<p>Will only provide a small area of desking, due to lack of ventilated space.</p> <p>Work would be required to make it suitable for office space.</p> <p>Currently have a pest infestation.</p> <p>Insufficient toilets – outside toilets?</p> <p>Asbestos in internal walls.</p> <p>Inadequate lighting, heating & cooling.</p> <p>Lack of DDA compliance.</p> <p>Will prolong build programme.</p> <p>Will increase ICT/Facility support costs.</p> <p>Will significantly reduce the service redesign and business transformation opportunities.</p> <p>Will remove the opportunity for early collocation of services.</p>	<p>Will only create very limited numbers of desks. Estimated cost includes move and ICT costs. Additional costs will be incurred in retaining existing external leased accommodation for longer. Even with careful planning, the noise transference and general inconvenience of the building work for staff will be significant. The need to maximise utilisation would potentially delay the reopening of the new Library and Customer Access facilities at County Hall. Would limit the opportunity to maximise the overall carbon and energy efficiency of the refurbishment. Will significantly impact on the possibility of early collocation of partners on the County Hall campus. Has significantly higher ICT risks relating to both the provision of extra capacity in the building and the construction and delivery of the main ICT server and switch room. Will extend the</p>

				build programme by several years.
6. Temporary buildings on Bradley Rd car park or other council owned car parks.	Significant	Less risk as it is on our land and therefore under our control. Local transport links available. Still within Trowbridge. Will allow the build programme to be delivered on time.	Will require multiply IT links. Teams couldn't be co-located. Would limit parking. Will increase ICT/Facility support costs. Will significantly reduce the service redesign and business transformation.	To be considered: Planning consent Feasibility on the number of pratton buildings the car park could accommodate. Impact on local residents
7. Old Town Hall	£2 Million +	Local. Make use of a currently vacant building.	Will cost £2 million to make it suitable for office use. Currently used by the coroner for military inquests. Will prolong the build programme. Significant accessibility issues Capacity thought to be low – less than 250 staff	Has significantly higher ICT risks relating to both the provision of extra capacity in the building and the construction and delivery of the main ICT server and switch room. Will extend the build programme by several years.