

# Discussion: Kick starting your return to the office in 2022

## What did we learn?

### Our trial period wasn't long enough!

Participants were worried about not being able to trial hybrid working policies for as long as they intended to. Most were hoping to reset their trial period to find out what works for them.

*Have you communicated to your staff that your processes are still under review?*

### Staff whereabouts

Staff are relocating outside of a commutable distance from their office, raising issues around changing salary bands for those living outside of London, or allowing people to work from overseas.

*Could the location of your staff have an impact on your workforce?*

### Creating the right space

There's a need to make the office an enticing destination which enhances the social capital of the organisation through more collaborative workspace. More organisations are enhancing their collaborative space.

*Have you considered the wellbeing benefits of a more sustainable refit?*



### Thinking about the future

Office space and contracts will need to evolve again later in the year to reflect the ongoing nature and outcomes of our hybrid working trial period. The outcome of the discussion is that people strategy and real estate strategy should be aligned in order to create successful outcomes.

*Are staff wellbeing and office space key considerations in your 2022 strategy?*

### Finding the balance

Concerns were raised around staff wellbeing, particularly for those at the start of their career.

*Would you benefit from conducting a staff survey?*

## Get in touch to find out how we can help you



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