From: 4 Day Week Campaign <info@4dayweek.co.uk>
Sent: 06 July 2023 09:38
To: Stephen Conway
Subject: Four-Day Week Council Trials

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Dear Councillor Stephen Conway,

With the Government issuing guidance to all councils this week, we felt it was only fair for us to do the same.

As you will know, nine in ten councils are struggling with job recruitment issues at the moment. A four-day working week with no loss of pay has been shown to dramatically improve job retention and recruitment when it's been implemented in the private sector so we believe it's only right and fair to see if these benefits can be applied to the public sector.

South Cambridgeshire District Council Results

- South Cambridgeshire District Council became the first UK council to trial a four-day week when it ran a three month trial for all desk based employees (roughly 450 staff) from January – March this year.
- **The trial was overwhelmingly successful** with independent data collected by the Bennett Institute for Public Policy at the University of Cambridge showing nine out of 16 performance areas monitored showed substantial improvement. The Institute noted that not a single area of performance fell to a concerning level during the trial.
- Furthermore, the Council has saved £333,000 for taxpayers through reduced spend on agency staff.
- The Council voted to extend the trial by a year in May and to expand it's remit to include all staff, including bin refuse collectors.

Hollow Government Threats

- Councils are legally and individually employers in their own right and therefore in accordance with employment law and Sectoral or Local bargaining arrangements, are wholly able to determine their own employment policies. (https://twitter.com/SSMoir/status/1675507466585382912?s=20)
- **Jolyon Maugham, Director of The Good Law Project,** said: "If Lee Rowley really wants to improve the quality of work funded by the taxpayer, I'd suggest in the future he gets proper independent legal advice before he opines on the law. If a legal challenge is brought, and succeeds, I'll eat my wig."

Future trials

We know a number of other councils are planning on launching their own four-day week trials in the near future which we welcome to further grow the evidence base.

If you are potentially interested in running a trial in the future or have any questions, please get in touch: *info@4dayweek.co.uk*

Kind regards,

Joe

Joe Ryle
Director
My standard working days are Monday - Thursday

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