

“Bringing Teams Together”: How can it fit?

The May MAC [report](#) announced on 2 June 2022 the project “Bringing Teams Together” which foresees a new management of office space allegedly “to ensure that teams cluster in our buildings when working on site”. Staff is now asked to make use of the [New Ways of Working \(NWoW\) Planning Tool](#) to reveal their (tele)working arrangements for the next two years. However, the planned closure of PH1-4 will obviously set physical limits to flexibility. According to our estimates, **33% of staff (at best) may have a permanently allocated desk.**

Managers are currently informing their teams that PH1-4 will be emptied. To keep an individual single office, staff needs to be present on the premises **at least 3 days per week**. Those who only come to the premises for less attendance will have an “office for the day”, which does not contain any personal items.

Staff is asked to use the [New Ways of Working \(NWoW\) Planning Tool](#) and to provide feedback which will guide the space allocation plan allegedly without preconditions. In addition, management promises that “the floor plan is adaptable” and “everybody will be treated equal”.

However, the planned closure of PH1-4 already sets physical limits to flexibility and adaptability.

The current situation...

At the time of drafting this publication, the Munich population is distributed as follows:

Building	Number of employees
Isar	554
Pschorrhöfe 1-4	1.264
Pschorrhöfe 5-6	618
Pschorrhöfe 7	377
Pschorrhöfe 8	621

... and the plan

According to the few information revealed by management, the plan foresees 810 desks in the Isar building and the closure of PH1-4. In the mid-term, PH7 will be emptied to dedicate it to the Boards of Appeal. For the time being, we make the conservative assumption that its population will not be relocated in 2023.

PH5-6 and 8 are planned for 2.247¹ employees vs 1.239² currently

¹ PH5-6 + PH8 (planned) = 1.264 + 618 + 554 - 810 = 2.247 employees

² PH5-6 + PH8 (currently) = 618 + 621 employees

How can it fit?

We define

H = number of “hot-desks” (also known as “office for the day”)

P = number of permanently allocated desk

According to management, no densification of desks per room is foreseen and we assume that the current number of desks in PH5-6 and 8 remains constant, so that:

$$H + P = 1.239 \quad (\text{Equation 1})$$

According to [Circular 419](#), Article 4, the minimum on-site attendance a year at the employee’s place of employment is 60 working days. When deducting annual leave and public holidays, this amounts to 1.5 days per week.

We assume that an “office for the day” is optimally used during the week in sequences of 1.5 day, namely $3 \times 1.5 \text{ days} = 4.5 \text{ days}$ by 3 employees. This assumption is conservative for two reasons. First, it does not take into account the fact that teleworking staff with an “office for the day” may want to come 2 or 2.5 days a week. Second, it does not take into account that staff may prefer to register teleworking on specific days of the week (e.g. Mondays and Fridays).

Therefore, when considering that 2.247 employees will be on-site per week, that an “office for the day” can be used by three employees and a permanently allocated desk by only one of them, we obtain:

$$3 \times H + P = 2.247 \quad (\text{Equation 2})$$

Both equations lead to:

$$H = 504^3 \text{ and } P = 735$$

The percentage of staff having a permanently allocated desk can be (at best)

$$735 / 2.247 = \mathbf{33\%}$$

Conclusion

Management is actually planning to convert **at least two thirds of the Munich desks into an “office for the day”** and carefully remains silent about the figures. In view of the tight constraints imposed by the closure of PH1-4, it is difficult to conceive that all staff will be treated equally. There will necessarily be selection criteria.

For the time being, we strongly advise staff willing to keep a permanently allocated desk to come back to the premises at least 3 days per week and register themselves as doing so for the next two years.

In a [letter](#) dated on 8 June 2022, the Local Staff Committee Munich (LSCMN) pointed out that the project was never submitted to statutory consultation. Until now, our letter remains unanswered.

The Local Staff Committee Munich

³ Equation 2 – Equation 1 => $2 \times H = 2.247 - 1.239 = 1.008 \Rightarrow H = 504$