



**Ajuntament
de Gavà**

**Improving productivity, transparency,
and rigor, and driving modernization.**

About Ajuntament. de Gavà

Gavà is a municipality with around 50,000 inhabitants, and the city council has nearly 500 employees, 150 of whom work in offices.

Industry: Government Administration

Region: Spain

Company Size: 201 - 500 employees

WorkMeter Products: [Performance management software](#)
- [Project management software](#)

El challenge

The Ajuntament de Gavà wanted to improve management by applying principles of rationality, efficiency, and austerity, while also modernizing the municipal organization and positioning itself as a reference entity in implementing the changes that Public Administrations and the local world must undertake.

A plan known as Plan GAVÀ21 was developed with the goal of optimizing resource use, reducing expenses, and providing better services to citizens. In addition to other initiatives, it was necessary to incorporate HR management solutions that would allow for measuring, optimizing, and allocating resources more efficiently, with a focus on improving productivity.

The aim was to improve the management model to make it more solid and efficient, with greater objectivity and the ability to make the right decisions to strengthen the areas that provided the most value to the citizens. There was also a desire to consider initiatives for savings, transparency, and ultimately to support the GAVÀ21 Plan to rationalize and better manage resources.

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La solution

The Ajuntament de Gavà opted to select [WorkMeter's performance management software](#) for its non-intrusive and automatic data collection feature, to ensure objectivity, and for its ease and speed of implementation.

- In June, the intention to implement the productivity platform WorkMeter's performance management software was communicated to the council members, middle management, the works council, and the employees.
- Training for middle management began.
- The WorkMeter's performance management software platform was deployed in mid-July 2012. In the first phase, it was decided to measure only activities on computers, although WorkMeter's performance management software also allows for measuring other technological devices. After the tool was deployed, productivity maps were configured, and access was granted to all employees so they could become aware and begin improving their productivity.



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Result

Just three months after implementation, the results achieved are as follows:

By granting access to employees, there has been an average productivity increase of 20% across all departments.

Areas with the greatest improvement opportunities were accurately identified.

Previously unknown work dynamics were discovered, and improvement plans are already being made based on these insights.

The performance management software has been widely accepted by those involved, who view the solution as very positive for managing their time.

Internal decisions are now being made more objectively.



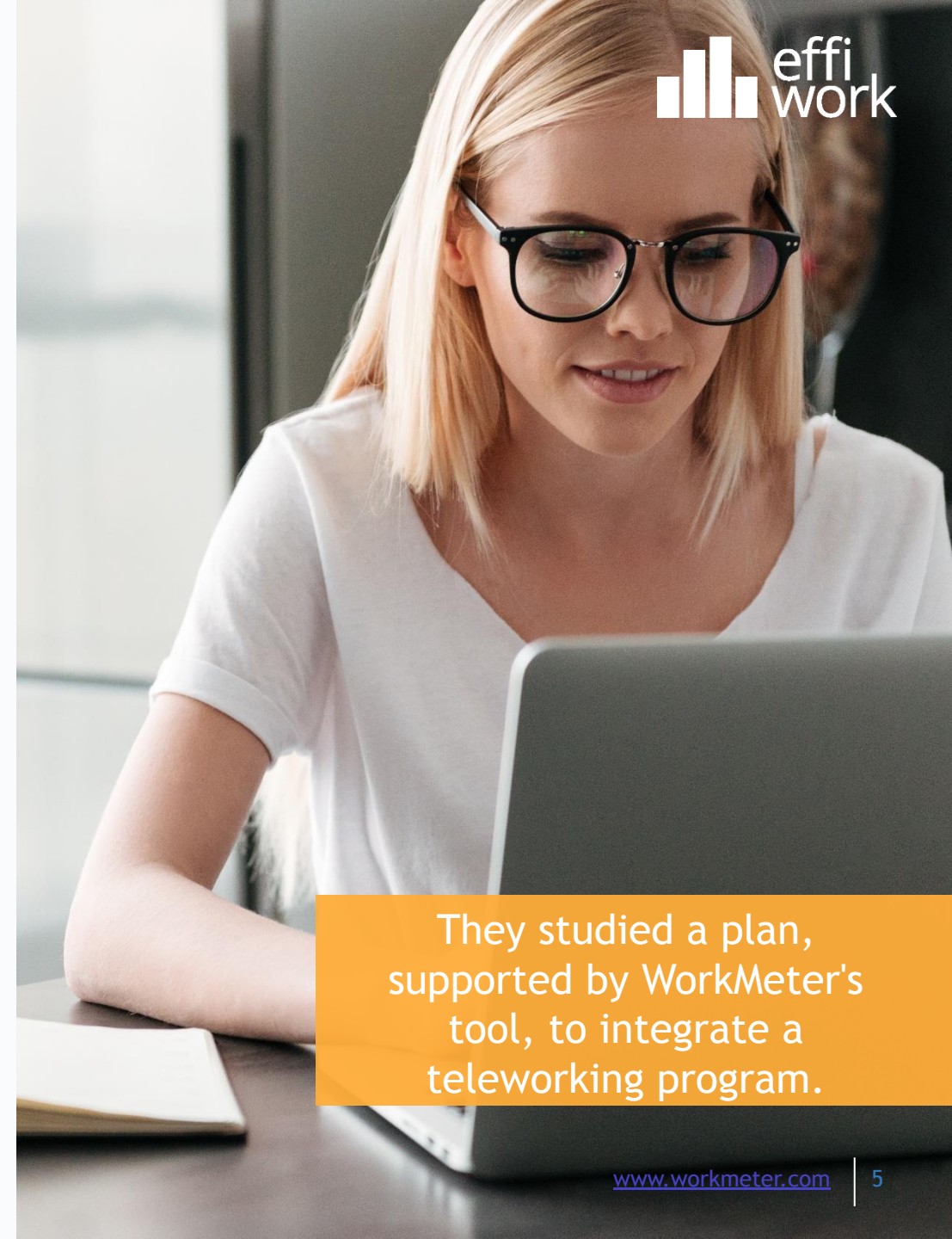
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Thanks to the data provided by WorkMeter's performance management software, the Ajuntament de Gavà will implement medium- and long-term improvement and change policies, and has decided to:

1. **Study the presentation of an IT reduction** plan to eliminate up to 25% in unnecessary equipment and licenses, which can be rotated (VDI), resulting in savings.
2. **Develop a plan, supported by WorkMeter's tool, to integrate a teleworking** program over the next three years, as it has been demonstrated that telework:
 - Increases employee motivation and commitment.
 - Improves productivity and work quality.
 - Reduces costs related to employee turnover and absenteeism, as well as indirect maintenance and consumption costs, and city travel expenses, aligning clearly with the energy-saving policies promoted by the City Council and the concept of "Smart City."
 - Provides economic savings for both employees and the City Council.
3. **Transparently share with citizens the measures of rigor and productivity** being implemented, as they are evidence of the effective management being enforced at the City Council.
4. **Management and productivity, incentives, and other initiatives will now be applied with greater objectivity.**



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The Ajuntament de Gavà estimates that the accumulated savings over the next 3-5 years will amount to several million euros, without the need for traumatic staff adjustments.

With WorkMeter's performance management software, in addition to internal improvements, better service to citizens, and more professional management, the City Council of Gavà estimates that the accumulated savings over the next 3-5 years, although not yet quantified, will amount to several million euros, without the need for traumatic staff adjustments.

20% increase
in productivity

Improve
decision-
making

Teleworking
plan and
savings

Discover everything [WorkMeter's tool](#) can do for your organization.

[Try it for free for 15 days](#)



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