

## Anglia Revenues Partnership

### Report of the Operational Board to the

JOINT COMMITTEE – 13th December 2012

GENERAL PURPOSES COMMITTEE – 9<sup>th</sup> January 2013

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### Homeworking / Home enabled scheme for ARP Staff

#### **1. Purpose of Report**

- 1.1 To advise the Joint Committee on the proposed changes to Home working.
- 1.2 To seek approval from the Joint Committee the of the new policy
- 1.3 The Policy is then passed onto the Partner Authorities for information.

#### **2. Recommendations**

It is recommended that the Joint Committee:

- 2.1 Note the changes to the current schemes.
- 2.2 Approve the policy

**Note:** In preparing this report, due regard has been had to equality of opportunity, human rights, prevention of crime and disorder, environmental and risk management considerations as appropriate. Relevant officers have been consulted in relation to any legal, financial or human resources implications and comments received are reflected in the report.

#### **3. Information, Issues and Options**

##### **3.1 Background**

- 3.1.1 The ARP HR Group have considered the need for a single policy on home working arrangements as having significant priority and that has been agreed by the Joint Committee.
- 3.1.2 The HR & ARP team have looked at the options and proposed a new scheme taking in to account the prevailing schemes in the Partner Authorities.

##### **3.2 Issues**

- 3.2.1 Currently ARP has three different schemes operating for agreeing home or home enabled working. Managers had to be conversant and apply them appropriately to each member of staff. This gave rise to operational inefficiency and staff feelings of differential treatment.
- 3.2.2 The proposed home working and home enabled schemes, as with the current Partner schemes, is not contractual and may be withdrawn or amended with appropriate consultation and notice.
- 3.2.3 This scheme is proposed for all staff working in the ARP and does not affect any staff in the home Authorities

##### **3.3 Options**

- 3.3.1 Look at current arrangements for the Partners and come up with a workable version for ARP that staff appreciate whilst at the same time service is not disaffected
- 3.3.2 To do nothing and continue staff working on different arrangements and managers having to deal with different rules

### 3.4 Reasons for Recommendation(s)

3.4.1 To provide managers and staff with a single policy for agreeing working arrangements to promote effective working patterns and the same treatment for staff within teams and across ARP.

## 4. Risk and Financial Implications

### 4.1 Risk

4.1.1 There are no risks, the current schemes having been in operation for a number of years.

### 4.2 Financial

4.2.1 The new scheme will be cost neutral at worst and may provide the Partnership with further savings.

## 5. Legal Implications

5.1 None

## 6. Other Implications

None.

### Background Papers

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#### Key Decision Status (Executive Decisions only):

#### Appendices attached to this report:

Appendix 1 Draft Policy Document: ARP Homeworking / Home enabled scheme