

CYNGOR SIR POWYS COUNTY COUNCIL

BOARD PORTFOLIO HOLDER FOR HUMAN RESOURCES
(28th June, 2011)

REPORT AUTHOR: Karen Williams, Interim Head of Human Resources

SUBJECT: Flexible Workstyles Policy

REPORT FOR: Decision

Introduction

The Council's Home-working Policy has been revised.

The Council's Home-working Policy has been the subject of a review working group for approximately 12 months. The Policy has been renamed Flexible Workstyles Policy. The group met with several managers in Brecon at the time of the Property Rationalisation in the area to discuss the proposed Policy.

Policy Sign Off

The Trade Unions have had opportunity to comment on the policy and any suggestions have either been included or reasons given why they may not be suitable for the policy content. It is requested that the Portfolio Holder for HR signs off the Policies so that they can be communicated to employees and included on the Council's HR Intranet Site.

Corporate Improvement Plan

The revised Flexible Workstyles Policy is included in the workforce efficiency programme contained with Powys Change Programme.

Options Considered/Available

1. To not replace or review the policy in question.
2. To update the policy in question.

Preferred Choice and Reasons

Option 2 is the preferred choice: To ensure that the Council upholds fair and consistent employment practices which support service areas to manage their workforces as they are affected by issues relating to Flexible Workstyles.

Option 1 is not a viable choice as the current Policy is no longer deemed fit for purpose.

Sustainability and Environmental Issues/Equalities/Crime and Disorder/Other Policies

The revisions would ensure that the Council provides consistent employment practices in order to maintain service continuity.

Other Front Line Services

Heads of Service and their Managers are involved in the Policy Development Workshops and middle managers in the Property Rationalisation Forum. The impact on their services have therefore been considered and included where appropriate.

Support Services (Legal, Finance, HR, ICT, BPU)

Legal – Legal Services have been involved in the development of and advised on the contractual elements of this Policy.

Finance – There are no budget implications for the revised Policy.

Statutory Officers

Monitoring Officer – The policy complies with the regulatory requirements.

Section 151 Officer – I am content with the report.

Recommendation:	Reason for Recommendation:
It is proposed that the Flexible Workstyles Policy is authorised so it can be implemented & communicated to employees.	Implementation of a Fit for Purpose, updated Policy.

Relevant Policy (ies):			
Within Policy:	N	Within Budget:	Y

Relevant Local Member(s):	
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Person(s) To Implement Decision:	Karen Williams, Interim Head of HR
Date By When Decision To Be Implemented:	1st April, 2011

Contact Officer Name:	Tel:	Fax:	Email:
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Councillor Tony Thomas, HR Portfolio Holder

..... (Signature) ..28/6/11..... (Date)

A. G. THOMAS (Print Name)