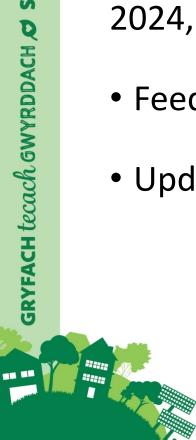


# **Governance and Audit Committee**NWOW and Flexi balances

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16<sup>th</sup> October 2024



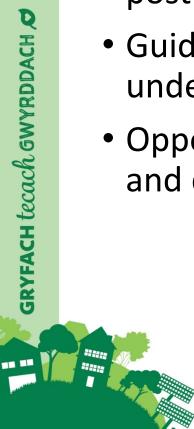




## Introduction

Following attendance at the committee meeting on 29<sup>th</sup> September 2024, Officers invited back to discuss:-

- Feedback from NWOW guidance.
- Update on process on reducing any flexi hours balances.





#### NWOW Guidance

- At meeting on 29<sup>th</sup> September 2023, an overview was given of NWOW and the arrangements that were put in place both during and post pandemic.
- Guidance and documentation was shared to illustrate the work undertaken around this.
- Opportunity to make any observation or query any of that guidance and documentation.



### Flexi balances

 Meeting on 29<sup>th</sup> September, highlighted the interim changes that had been put in place during the pandemic and plans to support staff to reduce any outstanding balances.

• Communications to managers and staff to advise normal flexi balances and arrangements would be in place from November 2023.



# Average balance comparison



- This table confirms a significant reduction in the average flexi hours held by staff.
- Note up to 10 hours can be carried over from one period to the next.

Service Area	Average number of hours balance		
	Jun-23	Nov-23	Jan-24
Corporate Services	20.35	9.18	5.97
<b>Economy &amp; Environment</b>	16.71	8.63	5.74
Education and Children	8.14	3.45	5.14
Finance (Section 151)	15.97	8.63	8.69
Legal and Monitoring	23.78	12.71	6.08
Social Services and Housing	10.47	3.78	3.76
<b>Grand Total</b>	14.37	6.79	5.47

