



<b>Subject:</b>	<b>Update on Workstyles Policy</b>
<b>Date:</b>	20th January, 2023
<b>Reporting Officer</b>	Christine Sheridan, Director of HR Sinead Grimes, Director of Physical Programmes
<b>Contact Officer:</b>	Andrea Anderson, Principal HR Advisor (Employee Relations)

<b>Restricted Reports</b>	
<b>Is this report restricted?</b>	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>If Yes, when will the report become unrestricted?</b>	
<b>After Committee Decision</b>	<input type="checkbox"/>
<b>After Council Decision</b>	<input type="checkbox"/>
<b>Sometime in the future</b>	<input type="checkbox"/>
<b>Never</b>	<input type="checkbox"/>

<b>Call-in</b>	
<b>Is the decision eligible for Call-in?</b>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

<b>1.0</b>	<b>Purpose of Report/Summary of Main Issues</b>
1.1	To update the Committee on the development of a Workstyles Policy which will be implemented on a pilot basis for 18 months from 1st April, 2023.
<b>2.0</b>	<b>Recommendation</b>
2.1	The Committee is asked to note the attached Workstyles Policy.
<b>3.0</b>	<b>Main Report</b>
3.1	A joint management and Trade Union working group was established in November 2021 to, firstly, review all Council services to support a return to the office for office-based staff who

	had been working remotely, and, secondly, to consider the Council's future operating model, as part of the Council's recovery.
3.2	At its meeting of 28th September, CMT agreed its strategic position for office-based staff attending the workplace and agreed that office-based staff be advised of the development of a future workstyles policy with an indicative timeline of December 2022.
3.3	From September 2022, the joint management and trade union working group met on a fortnightly basis to develop the draft policy. Following consultation, in accordance with the IR framework, the policy was agreed at the December meeting of the Joint Consultative and Negotiating Committee (JNCC) and at CMT on 11th January 2023.
3.4	The pilot policy has been developed following benchmarking and evolving best practice and has taken into consideration the views and aspirations expressed in the staff and line manager opinion surveys carried out in June 2021.
3.5	The pilot policy aims to create a more agile, responsive, effective, and efficient organisation which advances business performance, increases customer satisfaction, and improves the health, wellbeing, and diversity of our staff; and to introduce modern working practices that will enable individuals to maximise their work performance while maintaining a positive work life balance. It is also recognised that increased flexibility in respect of workstyles can assist with staff retention, in attracting new talent and in contributing to the Council's overall strategic objectives.
3.6	As set out at 1.1, the policy will be implemented from 1st April, 2023, on a pilot basis for 18-months and will be reviewed on a six-monthly basis throughout the pilot period. An implementation and review plan will be developed and will include performance measures, review outcomes etc.
3.7	Supporting guidance for line managers and employees is being developed by the management and trade union working group and will be issued in advance of the implementation date of 1st April, 2023.
3.8	Staff communication, in respect of the above, was issued on 11th January 2023 alongside revised Interlink content and FAQs to reflect the current Council position and arrangements for office working.

<p>3.9</p> <p>3.10</p>	<p><b>Financial and Resource Implications</b></p> <p>There are no financial implications to this report.</p> <p><b>Equality or Good Relations Implications/Rural Needs Assessment</b></p> <p>This Workstyles Policy will be subject to equality and rural needs screening.</p>
<p><b>4.0</b></p>	<p><b>Document Attached</b></p>
	<p>Workstyles Policy</p>