

North East Derbyshire District Council

Council

8 March 2021

Agile Working Policy

Report of Councillor M Foster, Portfolio Holder for Council Services

This report is public

Purpose of the Report

- For the following policy to be brought to Council for consideration:
 - Agile Working Policy

1 Report Details

- 1.1 Please find attached the final version of the Agile Working Policy for consideration at Appendix One.
- 1.2 The purpose of the policy is to:
 - To make processes simpler and clearer for managers and employees
 - To fit the corporate context and supportive work environment the Council has in place
 - To ensure adherence to legislation and best practice
- 1.3 HR have been working with managers and the Trade Unions to regularly review working practices to ensure the organisation's policies are fit for purpose and continue the ethos of being a supportive employer.
- 1.4 The policies have been approved by Joint Consultation Committee (JCG), Strategic Alliance Management Team (SAMT) and been with the Trade Unions and Service Managers for their comments from 20 November 2020. A Minute Extract of the meeting of JCG on 5 February 2021 is attached at Appendix Two.

2 Conclusions and Reasons for Recommendation

- 2.1 Approval of the attached policy will provide clear direction for managers when undertaking people management processes, delivering high performing services and supporting employees and other stakeholders in the workplace.
- 2.2 Agreement to the policy fulfils both legal and best practice guidance for employers.

3 Consultation and Equality Impact

- 3.1 There are no equality implications arising from the implementation of the policy. The policy supports corporate equality and diversity aims.
- 3.2 The policy is being submitted to Council for consultation purposes.

4 Alternative Options and Reasons for Rejection

- 4.1 The alternative option is not to have the policy which has been rejected on the grounds of risk to the Council of failing to fulfil legal obligations and best practice.

5 Implications

5.1 Finance and Risk Implications

- 5.1.1 The financial implications arising from approval of the policy will be met from existing budgets.

5.2 Legal Implications including Data Protection

- 5.2.1 There are no direct legal implications arising from the approval of the policy.

5.3 Human Resources Implications

- 5.3.1 The HR implications are contained within the policy.

6 Recommendations

- 6.1 That Council support the implementation of the Agile Working Policy.

7 Decision Information

<p>Is the decision a Key Decision? A Key Decision is an executive decision which has a significant impact on two or more District wards or which results in income or expenditure to the Council above the following thresholds: BDC: Revenue - £75,000 <input type="checkbox"/> Capital - £150,000 <input type="checkbox"/> NEDDC: Revenue - £100,000 <input type="checkbox"/> Capital - £250,000 <input type="checkbox"/> <input checked="" type="checkbox"/> Please indicate which threshold applies</p>	No
<p>Is the decision subject to Call-In? (Only Key Decisions are subject to Call-In)</p>	No
<p>Has the portfolio holder been informed</p>	Yes
<p>District Wards Affected</p>	N/A
<p>Links to Corporate Plan priorities or Policy Framework</p>	<p>Transforming our organisation. Provide our customers with excellent service.</p>

8 Document Information

Appendix No	Title
1.	Agile Working Policy
2.	Minute Extract – JCG – 5 February 2021
<p>Background Papers (These are unpublished works which have been relied on to a material extent when preparing the report. They must be listed in the section below. If the report is going to Cabinet (NEDDC) or Executive (BDC) you must provide copies of the background papers)</p>	
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