

## Hybrid Working

<b>Meeting:</b>	Employment and General Committee
<b>Date:</b>	7 November 2022
<b>Cabinet portfolio:</b>	Business Transformation
<b>Directorate:</b>	Digital, HR and Customer Services

### 1.0 Purpose of the report

- 1.1 To provide an update on the transition into Hybrid Working following the lifting of restrictions nationally in place during the pandemic.

### 2.0 Recommendations

- 2.1 That the committee supports the temporary Hybrid Working policy to be reviewed by June 2023.
- 2.2 That the committee approves the retirement of two historical policies, namely the Working from Home policy and the Agile Working guidelines currently in place.

### 3.0 Reason for recommendations

- 3.1 To support the journey on the wider implementation of hybrid working and ensure that we have one clear policy that sets out what this means at Chesterfield Borough Council.

### 4.0 Report details

#### Background & Direction of Travel

- 4.1 Hybrid working at Chesterfield Council was first established pre-pandemic, with the opportunity for individuals to work remotely up to one day a week.
- 4.2 During the pandemic, many employees delivered services from home with great success, whilst national restrictions were in place. When the government announced the removal of restrictions and a shift to living with COVID earlier this year, Chesterfield took a measured and sensible approach to welcome teams back into the office.

- 4.3 Working in collaboration with union colleagues we have developed and launched the temporary Hybrid Working Policy to support the transition back to work.

The decision to implement a temporary policy was in recognition that there is a journey ahead in truly understanding how this works effectively in the longer term and working with colleagues in shaping this. The temporary approach provides the flexibility for this to be developed.

- 4.4 The hybrid working project is outlined in the Organisational Development programme under the strategic initiative of New Ways of Working. The project steering group is established, with work streams outlined below.

- Assets
- Communication
- Learning and Development
- Policy
- Technology

- 4.5 Once the longer-term policy is shaped in consultation and engagement with unions and employee representatives it will be presented to the Employment and General Committee, and Employer Trade Union Committee.

#### Retirement of Historical Policy and Guidelines

- 4.6 We have a historical Home Working Policy and an Agile Working Guidance that need to be retired on the implementation of the Hybrid Working policy. This will ensure that we have one set of practices that employees are working to.

- 4.7 Union colleagues have been consulted through the Employer Trade Union Committee and are onboard with this approach.

## **5.0 Recommendations**

- 5.1 That this committee approves the approach of the implementation of a temporary Hybrid Working policy whilst we work on the development of a more permanent policy as part of the Hybrid Working project.

- 5.2 That the committee approves the retirement of the Agile Working guidelines.

- 5.3 That the committee approves the retirement of the Home Working Policy.