



CROXLEY GREEN PARISH COUNCIL

Home Working Policy

Introduction

Croxley Green Parish Council is committed to promoting flexible working in order to facilitate effective and efficient working. This policy outlines the circumstances under which the Council will allow employees to work from home. It also details the actions required to facilitate a home working arrangement.

Scope

This policy applies to all employees of the Council.

What is Home Working

Definition - Home working is about using the employee's home as a base for work instead of the employee coming into a workplace.

Benefits of Home Working

There are many benefits to home working.

For the Council these include:

- Contributing towards the reduction of the Council's CO2 emissions by reducing unnecessary employee commuting;
- The retention of valued and skilled employees for whom the ability to work at home is the preferred option;
- Well-motivated staff who feel that they work for an organisation that is prepared to be flexible and which trusts them;
- Accommodation of the requirements of disabled employees or employees with temporary health conditions;
- Promotion of a positive image as a good employer

For the employee these include:

- Increased discretion in the management of their work and personal time;
- Increased motivation;
- A saving of travel time and costs;
- The ability to work without distraction;
- Improvements in work-life balance issues.

While there are many advantages of home working, a detailed assessment needs to be made, by both the employee and the Council, as to whether the individual will be a suitable home worker and whether the role to be performed is appropriate.

Types of Home Working

Occasional Home Working

Taking work home occasionally, on an ad hoc basis, to concentrate on a particular project or task may be suitable in the following circumstances:

- Where a specific task needs dedicated and focussed input and/or could be dealt with more efficiently at home e.g. saved travelling time and lack of interruptions;
- Where it is difficult for staff to get in to work e.g. adverse weather, a short but unavoidable commitment at home, or field work is being undertaken out of the office near to home.

Regular Home Working

Working from home for a percentage of the time on a regular basis, the individual would come into the office for the balance of time. This may be suitable in the following circumstances:

- Where the function of the post requires little face to face contact with colleagues and/or clients;
- To facilitate a more flexible work pattern, perhaps to accommodate other demands.

Employee Characteristics

Home working does not suit everyone. Individuals may also have a distorted view of home working – often “rose coloured” – with little recognition or understanding of the potential drawbacks, and it is important that both the advantages and the disadvantages are considered. A trial period may be appropriate in order to gauge suitability before any longer-term arrangements are put in place.

Helpful personal qualities are likely to include:

- Self-motivated;
- Self-disciplined;
- Enjoy the challenge of working on their own;
- A flexible approach;
- Able to organise working time effectively;
- Able to work without direct supervision;
- Confident to work away from the office environment;
- Able to work on their own without day to day social interaction with colleagues;
- Able to travel to meetings and site visits;
- Able to ‘switch off’ from work and maintain a proper balance between working and non-working hours.

Application Process

Employees wishing to be considered for regular home working should contact the Clerk (if it is the Clerk, contact the Chairman), who will then put the request to the Human Resources Committee. The Human Resources Committee will consider the request taking account of Equal Opportunities Legislation.

One of the most important factors to consider is the individual employee’s role in providing a service to the people of Croxley Green. The following issues should be taken into consideration:

- Service provided and impact upon the individual's work load and the work of the team;
- Can the work readily be undertaken at home?
- How can the work be monitored?
- How should contact be made?
- What equipment would be required?
- What costs would be incurred?
- Is the employee likely to be suited to home working? (see earlier section on Employee Characteristics)

It is the Council's policy to view any requests for home working in a positive light and the Council will, wherever possible and practicable, agree to the employee's request. If the request is accepted in principle, a health and safety assessment of the home working environment must be carried out (see section titled "Assessing the Home Environment") before a Home Working Agreement can be drawn up. If the Human Resources Committee is not able to agree at this stage, the committee will provide the employee with a written response to their request including details of the reasons for rejecting the request.

Assessing the Home Environment

An employee who works from home is afforded the same protection under health and safety legislation as an employee who is office based. It is therefore vital to ensure the home working environment is suitable before any home working agreement is reached. The employee needs to take personal responsibility for the health and safety aspect of home working. An employee needs an environment at home which offers the following:

- Work space, suitable for concentration;
- Security and confidentiality;
- Ability to meet Health and Safety requirements;
- It is not considered appropriate to combine home based working with caring for an individual, although each case will be considered on an individual basis. In addition to this, employees need to be aware that the Council reserves the right to ask them to attend Council premises at short notice.

If home working has been agreed in principle, the employee concerned should complete a Health and Safety Home Worker Self-Assessment Checklist. If this assessment identifies any particular risks it will be the responsibility of the Human Resources Committee, Clerk and employee to discuss ways in which the risks may be minimised or eliminated. The home environment must be deemed to be safe to work in before a home working agreement can be drawn up.

Home Working Agreement

If Home working has been agreed, a home working agreement should be issued to the employee. The employee will be asked to sign and return a copy of the home working agreement and this will be retained on their personal file.

Provision of Equipment

Where appropriate, the Council may provide, install and maintain equipment to assist with home working. Factors taken into consideration in determining appropriateness may include the frequency of home working and whether the need for home working has been generated by the Council or the employee.

The following items of equipment may be appropriate:

- Occasional home working - Remote access to the Council IT servers.
- Regular home working - As above plus a PC/laptop and mobile communications.

In relation to maintaining the equipment it may be necessary for the employee to bring the equipment in to the Council's offices or to allow someone to visit them at home in order to carry out the relevant maintenance.

Any Council equipment installed at the home workers home remains the property of the Council and can be recalled at any time.

Upon the termination of the home working agreement, employees must return all Council equipment.

Insurance

The Council will provide third party insurance for employees working from home. It will also provide insurance cover for any Council equipment located at the home of the employee.

Whilst working from home is unlikely to have an impact, employees are advised to notify their landlord/ mortgage and insurance companies of the fact that they will be working from home.

Health and Safety

Home workers are afforded the same health and safety protection in law as office-based staff. As such all Council health and safety policies and procedures will apply to home workers. This includes the requirement for employees to report any work-related accidents and to undertake regular DSE assessments.

Data Security

Employees who work from home are required to comply with all IT security and confidentiality requirements of the Council. The home worker will have a direct responsibility for all Council information material held at their home and must ensure that it is not accessible to non-authorised people (e.g. other members of the household).

Working Hours

The hours worked will not exceed those in the contract, except when agreed by the Clerk.

Moving House

Employees who move house will complete a new Health and Safety Home Worker Self-Assessment Checklist and if acceptable, the Home Working Agreement will continue as previously. However, if the new house is not suitable for home working, the agreement will be reviewed and if necessary terminated.

Review of a Home Working Agreement

Any home working arrangement should be reviewed periodically (at least once a year). This will allow both parties to assess whether the arrangement is still appropriate. Reference to performance management will be made and if performance is not satisfactory, the home working agreement may be terminated.

Termination of a Home Working Agreement

A home working agreement can be terminated, by either party, by giving one months' notice. The employee will return to office-based working on termination. In exceptional circumstances, if an employee fails to comply with this policy and/or their homeworking agreement, then the council reserves the right to terminate the agreement with immediate effect; for example, a confidential data breach.

Health and Safety Home Worker Self-Assessment Checklist

Name	
Job Title	
Address	

Hazard	Checks to be made	Yes	No	Comment
Fire	Is the work area tidy?			
	Are waste materials regularly disposed of?			
	Are exits routes clear?			
	Does the employee have an escape plan?			Know what to do in an emergency
	Is a smoke alarm fitted?			Alarm must be tested and maintained in accordance with manufacturer's
Electrical Equipment	Any apparent damage?			Cracked/loose casing on plugs and computer equipment, missing screws etc
	Any evidence of overheating?			Look for discolouration
	Are all the cables secure in all plugs?			Has all equipment been PAT tested?
Slips, Trips and Falls	Floor covering sound and without defects?			
	All walkways clear of trip hazards e.g. trailing cables?			
	When seated at a desk can legs and upper body move together without twisting?			
Working Environment	Is the temperature adequate?			
	Is the ventilation adequate?			
	Is there adequate lighting?			
Display Screen Equipment	Does the employee use DSE for more than 2 hours a day or more than 1 hour continuously?			Carry out DSE assessment on an annual basis if yes
Mobile Phones	Will the work involve the use of a mobile phone?			
Lone Working	Is there a requirement for a call-in procedure?			If yes then establish a procedure and monitor use
	Has the employee's mobile phone number been given to their manager?			
	Does the employee require a personal attack alarm?			
	Is the employee aware and fully conversant with the Council's Lone Working Policy?			If not, ensure copy is provided to employee
COSHH	Does the home work involve the use of hazardous substances?			If yes attach risk assessment
Accidents / First Aid	Is the employee familiar with the accident reporting procedure?			Provide employee with accident reporting form
	Does the employee have adequate first aid facilities whilst working at home?			Employer to provide a first aid kit if not
Wellbeing	Has the employee previously suffered from discomfort, stress or ill health which they believe to be as a direct result of work?			If yes, discuss further to assess whether home working is suitable
Security	Are all external doors secured?			
	Is there the ability to lock laptop and confidential files away when not in use?			

Miscellaneous Items/Comments:

Signatures:

Employee _____ **Date:** _____

Manager _____ **Date:** _____

Home Working Agreement

Name	
Job Title	
Address where home working will take place	
Phone number where home working will take place	
Date of commencement	

Home Working Arrangements Agreed

Is this Agreement:

Permanent/Temporary* – please specify end date
***delete as necessary**

Equipment Provided (including serial numbers)

Item	Serial Number

Employee Declaration:

- I will be responsible for completing and recording annual health and safety checks at my home working location;
- I understand that the requirement for me to adhere to the Council’s policies and procedures is unaffected by the fact that I will be working from home;
- I agree to allow access, by prior arrangement, to my manager, IT staff, portable appliance testing staff and any other Council employee who requires access to perform their duties;
- I understand that the home working agreement is not a substitute for childcare or other caring responsibilities and that adequate provisions must be made in respect of these, unless a specific agreement has been made;
- I understand that I may be required to attend a Council office from time to time during my home working hours (e.g. to attend a team meeting);
- I understand the provision for the home working agreement to be cancelled by myself or the Council.

Please sign to confirm that you have read, understood and agree to the conditions relating to the home working arrangement:

Name	Signature	Date