

Staff Car Parking Options

Option	Car Parking Impact	Staff Impact	Value	Risks
<p>Staff able to park for no charge in long-stay car parks (Hertford and Bishops Stortford) and Wallfields car park.</p>	<p>None, approximately 65 cars will park across the 2 long stay and mixed use car parks in Hertford which have a spare capacity of 160 spaces.</p>	<p>Issues of equality and fair use of car parking will be minimised.</p> <p>No concerns or reaction in respect of loss of a benefit implied contractual through custom and practice.</p> <p>Saving in administration and assessment of fair use and allocation of spaces.</p> <p>Inconvenience of walking additional distance to work, adding time to the day is mitigated.</p>	<p>There is no cost to the authority as spare spaces across Gascoyne Way and London Road car parks will be utilised in Hertford.</p> <p>Car parking numbers are very low in Stortford with an estimated requirement of 10 spaces to meet staff parking needs.</p> <p>Procedure to manage access to Wallfields car park will be much easier to administer, saving staff time and distress.</p>	<p>Potential for negative public and press perception of 'free car parking for staff'</p>
<p>Introduce a partial charge for all staff</p>	<p>None, approximately 65 cars will park</p>	<p>Loss of current benefit, implied contractual through</p>	<p>A levy/charge set at £250 per year would</p>	<p>Potential for negative public and press</p>

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<p>using a car to travel to work, possibly a workplace parking levy.</p> <p>The levy/charge would permit parking in Wallfields and the long stay car parks Gascoyne Way and London Road, Grange Paddocks in Bishops' Stortford.</p>	<p>across the 2 long stay and mixed use car parks in Hertford which have a spare capacity of 160 spaces in 2 car parks.</p> <p>Only 10 spaces are anticipated to be required for staff parking at Grange Paddocks, Bishops' Stortford.</p>	<p>custom and practice will result in challenge.</p> <p>Additional cost to park perceived as a further pay cut by staff.</p> <p>Conflict in amount payable for essential users if required to have access to a car for work.</p> <p>Equity and fairness issues about amount of charge between pay grades, full and part-time workers.</p> <p>Equity and fairness issues regarding actual days of use, sickness absence and annual leave.</p> <p>An administration system would be needed to administrate the levy.</p> <p>Contractors would have to incur the levy unless the parking facility already exists within their contract with the</p>	<p>generate a maximum of £48,000 per annum, ring fenced to transportation improvement. The actual value may be lower due to part-time working, job share and home working.</p>	<p>perception of subsidised parking for staff.</p> <p>Potential staff conflict and industrial action.</p> <p>Poor staff morale at a time of change and efficiency measures.</p>
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		<p>Council.</p> <p>Issues regarding Members parking costs and staff.</p> <p>A levy is typically cheaper at £250-350 per year than pay and display tariffs in car parks (roughly £1000 per year long stay in Hertford).</p>		
<p>A mixed solution of no charge parking in Wallfields for staff on a rota basis. Those not accommodated would be expected to find parking at their own cost.</p>	<p>Approximately 65 staff will park either on uncontrolled residential streets or in car parks.</p>	<p>Loss of current benefit, implied contractual through custom and practice will result in challenge.</p> <p>Additional cost to park perceived as a further pay cut by staff.</p> <p>Conflict in amount payable for essential users if required to have access to a car for work.</p> <p>Equity and fairness issues about access to no charge car parking on a rota basis between essential car users, pay grades, full and part-time workers.</p>	<p>If all 65 staff were to pay for long stay car parking the parking pay and display income would be £74,360. In practice many would seek and successfully park on street in uncontrolled locations.</p>	<p>Potential for clogged residential streets as staff look to avoid cost of parking.</p> <p>Potential demand for residents parking schemes to address uncontrolled parking growth.</p> <p>Poor staff morale at a time of change and efficiency measures.</p> <p>High potential for disadvantage amongst staff and competing business needs.</p> <p>Potential staff conflict</p>

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		<p>An administration system would be needed to administrate the no charge parking access.</p> <p>Issues regarding Members parking costs and staff.</p> <p>Lack of consistency afforded in Bishops' Stortford as visitors car park too small to accommodate similar rota based no charge parking for staff based there.</p>		and industrial action.
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