

EAST HERTS COUNCIL

LOCAL JOINT PANEL – 9 APRIL 2008

REPORT BY ACTING HEAD OF PEOPLE AND ORGANISATIONAL
DEVELOPMENT

6(B) DISTURBANCE ALLOWANCE SCHEME

WARD(S) AFFECTED: None

RECOMMENDATION – that the Local Joint Panel adopts the revised
Disturbance Allowance Scheme

1.0 Purpose/Summary of Report

1.1 To put into place policy and process in accordance with legislation, regional agreements and regulatory good practice and guidelines.

2.0 Contribution to the Council's Corporate Priorities/Objectives

Fit for purpose, services fit for you

Deliver customer focused services by maintaining and developing a well managed and publicly accountable organisation.

By complying with employment legislation would ensure the council is fit for purpose.

3.0 Background

3.1 This piece of work was requested by Unison.

3.2 It is necessary to update the current Disturbance Allowance Scheme as it is out of date and would not be fit for purpose to support potential changes recommended by the Review of Working Arrangements.

4.0 Report

4.1 Appendix 'A' (Pages 6.22 - 6.24) sets out a draft of the Disturbance Allowance Scheme.

4.2 The Schemes

The NJC no longer set rates for disturbance allowance/ excessive travel; these are done through Regional Agreements

The National Green Book states (Part 2, Paragraph 13):

“Employees will be reimbursed the additional costs arising from a compulsory change in their work place, according to locally negotiated schemes establishing approved items of expenditure and period of reimbursement.”

The East of England Regional Assembly negotiates rates for Excessive Travelling Time within Essex and Hertfordshire. These are updated in line with the national pay award. Excess Travelling time goes up in line with SCP 21. The rates shown in this policy are due to be updated in April of every year.

4.3 Relocation

This policy is for employees whose workplace is changed due to the Council relocating them and not for new employees needing to move home due to joining the Council. The previous Disturbance Allowance Scheme (1999) did not include relocation. When employees move home due to a change in work location within a Council, other Local Authorities only consider payments under a relocation scheme when the new home is at least 10 miles closer to the new place of work than the old one was. As the distances in East Hertfordshire are not great it has been assumed that re-location would be a very rare occurrence and should be dealt with on a case basis with the agreement of the Head of Human Resources.

5.0 Consultation

5.1 Consultation has taken place with UNISON and where relevant comments have been amended. CMT have recommended adopting the scheme with the inclusion of a six monthly review and the potential for future amendments to be made which account for Climate Change Policy and Green Travel Plans. This has been incorporated in the scheme.

6.0 Legal Implications

6.1 There are no legal implications

7.0 Financial Implications

7.1 If a large number of employees were moved to a different EHDC site there could be significant financial implications for the Council and would need to be considered as part of the Organisational Change process. See Appendix 'B' (Page 6.25) for case study.

8.0 Human Resource Implications

8.1 None

9.0 Risk Management Implications

9.1 None

Background Papers

- Excess Travelling Time Allowance Regional Agreement (Essex and Hertfordshire)
- CMT Meeting Minutes 11.03.08
- HR / Unison Meeting Minutes 12.03.08

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