

## ESSENTIAL REFERENCE PAPER B

### Staff Car Parking Options

Option	Car Parking Impact	Staff Impact	Value	Risks
<p>Staff able to park for free in long-stay car parks (Hertford and Bishops Stortford) and Wallfields car park.</p>	<p>None.</p> <p>Approximately <b>20</b> cars will park across the 4 long stay and mixed use car parks in Hertford which have a spare capacity of <b>239</b> spaces.</p> <p>Approximately <b>20</b> cars will park in the long stay and mixed used car parks in Stortford which have 820 spaces.</p>	<p>Minimal</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 believed to be 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>High value to staff and residents, no cost.</p> <p>There is no cost to the authority as spare spaces across 4 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>Low to medium</p> <p>Potential for negative public and press perception of 'free car parking for staff'</p> <p>The risks of losing car parking income through staff use of car parks is identified as extremely low, as the occupancy figures show capacity in excess of that required to accommodate the minor staff use.</p> <p>Advice has been provided from the Council's Risk Management Team that it can be preferable that</p>

				the Council should not specify a single location for parking. By ensuring members of staff have choice over location (for example in the event of adverse weather conditions) the staff member can make the best decision for themselves regarding where to park, like any other motorist.
<p>Introduce a charge for all staff 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 in Hertford, Grange Paddocks in Bishops' Stortford.</p>	<p>None</p> <p>Approximately 100 staff will park on uncontrolled residential streets.</p>	<p>High</p> <p>Loss of current benefit, perceived as 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</p>	<p>Low/limited – low take up expected</p> <p>A levy/charge would generate a fund, ring fenced to transportation improvement. The actual value may be lower due to part-time working, job share and home working.</p>	<p>High for residents/staff and service provision</p> <p>Potential for negative public and press perception of subsidised parking for staff.</p> <p>Potential staff conflict and industrial action.</p> <p>An increase in uncontrolled parking by staff in residential areas may give rise to additional bad press exposure and demands</p>

		<p>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 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>for residents permit zones. The experience of other Councils is that staff will seek to park on unrestricted roads following the introduction of any blanket charging. Based on the experience of East Lincolnshire Council the Council could reasonable expect up to 100 staff seeking parking in the town at no charge.</p>
A mixed solution of free parking in Wallfields for staff on	Low Approximately 100	High and many equality issues	Low If all 40 staff (20 in	High for staff, residents and service provision.

<p>a rota basis. Those not accommodated would be expected to find parking at their own cost.</p>	<p>staff will park on uncontrolled residential streets.</p>	<p>Loss of current benefit, perceived as 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 free car parking on a rota basis between essential car users, pay grades, full and part-time workers.</p> <p>An administration system would be needed to administrate the free parking access.</p> <p>Issues regarding Members parking costs and staff.</p> <p>Lack of consistency afforded</p>	<p>Hertford and 20 in Stortford) were to pay for long stay car parking the parking pay and display income would be £40,000. In practice many would seek and successfully park on street in uncontrolled locations.</p>	<p>Poor staff morale at a time of change and efficiency measures. High potential for disadvantage amongst staff and competing business needs. Potential staff conflict and industrial action.</p> <p>An increase in uncontrolled parking by staff in residential areas may give rise to additional bad press exposure and demands for residents permit zones. These in turn cost money to establish, administer and patrol.</p> <p>The experience of other Councils is that staff will seek to park on unrestricted roads following the introduction of any blanket charging. Based on the experience of East</p>
--	---	--	--	---

		in Bishops' Stortford as visitors car park too small to accommodate similar rota based free parking for staff based there.		Lincolnshire Council the Council could reasonable expect up to 100 staff seeking parking in the town at no charge.
--	--	--	--	--