

# Ways of Working Programme

Additional questions from Scrutiny Committee  
28<sup>th</sup> July 2022



# Essex County Council – Employee Home Locations

Scrutiny committee requested data on the distribution of our employee's home addresses. The data shows pre-pandemic compared to July 22.

In total, there has been just over 2% transition of our employee addresses outside of the Essex County.

County	December 2022	July 2022	Changes
	Percentage	Percentage	Percentage
Essex	89.4%	87.2%	-2.2%
Neighbouring County	10.0%	11.3%	1.4%
Wider UK	0.7%	1.5%	0.8%

Essex Locations	December 2022	July 2022	Changes
	Percentage	Percentage	Percentage
Basildon	8.1%	7.7%	-0.4%
Braintree	11.7%	11.6%	-0.1%
Brentwood	3.0%	2.7%	-0.3%
Castle Point	3.4%	3.3%	-0.2%
Chelmsford	22.7%	21.4%	-1.3%
Colchester	17.5%	17.0%	-0.5%
Epping Forest	2.8%	2.5%	-0.3%
Harlow	3.8%	4.2%	0.4%
Maldon	5.2%	5.5%	0.3%
Rochford	3.4%	3.6%	0.2%
Southend-on-Sea	3.4%	3.8%	0.4%
Tendring	10.2%	11.5%	1.3%
Thurrock	1.7%	2.1%	0.4%
Uttlesford	3.0%	3.1%	0.0%

## Budget Provision for home working including new starters

The approach to support home working equipment costs during the pandemic was as follows

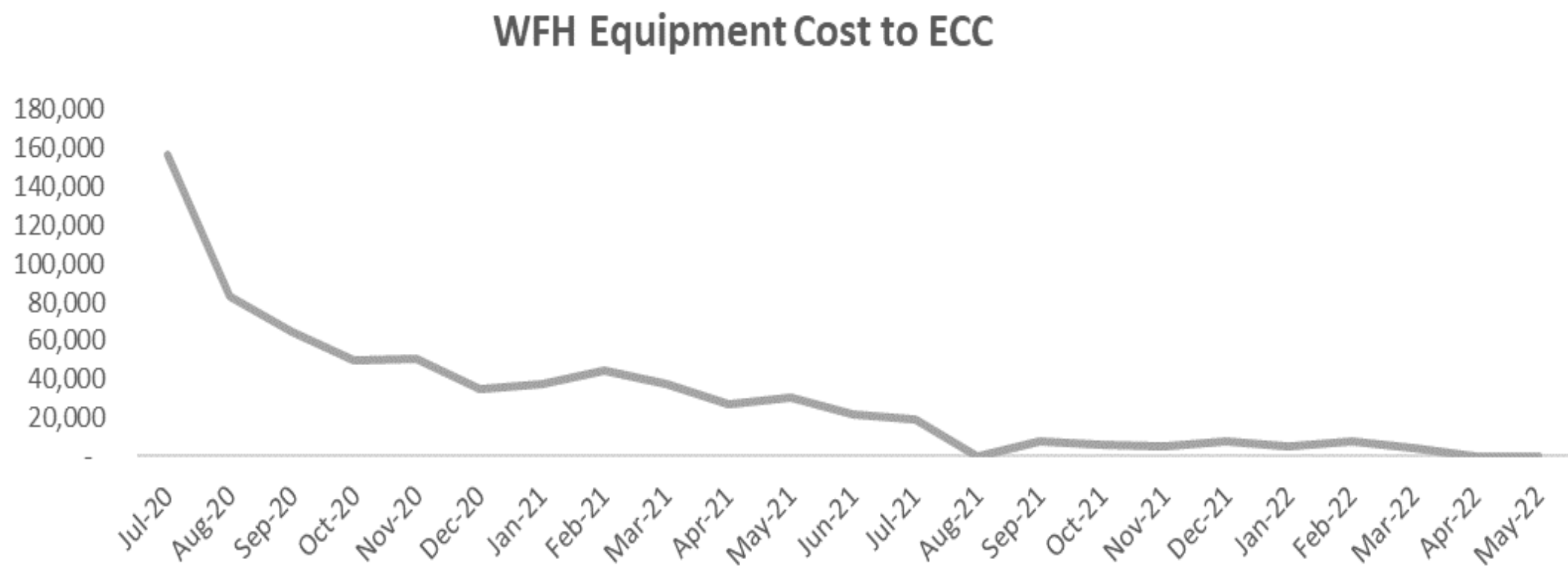
- Employees could claim via the expenses system up to £100 each towards the cost of a chair or desk and up to £30 towards the cost of a lamp
- Where IT related equipment was needed eg: monitors, keyboards etc these could be directly purchased via the IT catalogue and could be directly delivered to the employees address

Prior to the scheme being introduced an analysis was undertaken of services incidental budgets eg: office expenses, travel, meeting expenses etc and there was projected to be an under spend against those budgets given the restrictions in place and as such it was anticipated that services would be able to contain these costs within their existing budgets – so no additional funding was provided.

The expense claim element of the scheme ran from the middle of June 2020 up until May 2022 and £376,000 was claimed during this period (with over 60% of this in the first 5 months).

The IT related spend totalled £417,000 (again with over 60% being incurred in the first 5 months). The expectation with this is that monitors are returned to ECC when an employee leaves or is no longer working from home.

# WFH Equipment costs to ECC by Month



From May 2022 employees have been able to order chairs and desks via a catalogue request system rather than claim via the expense system, the costs for the 3 months May 2022 - July 2022 is £12,000

Services have been able to successfully contain all the above costs within their existing budgets.

## Opportunity costs

The following table summarises the opportunity costs relating to the design & delivery of the “Managing in a hybrid world programme”.

Design and delivery of pilots from Jan to June (0.6 FTE for Lead and 1FTE for PC)	£46k
2 x L&D Consultants (6 months)	£45k
Ongoing delivery for 6 months (1 x cohort for 16 managers and 1 x cohort for 16 seniors per month – 0.2 for Lead and 0.6 for PCs – if fully booked. If cohorts were fully booked, we’d reach 32 managers a month or 192 across a 6 month period.)	£20k