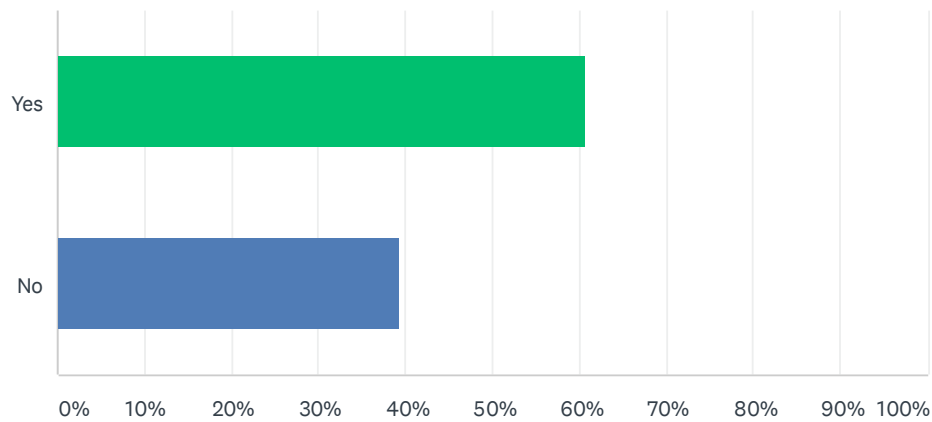


Q1 Does your council provide a home working support (payment and/or equipment) for employees?

Answered: 33 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	60.61%	20
No	39.39%	13
TOTAL		33

Q2 Please specify the amount (£) you provide for a monthly allowance payment

Answered: 31 Skipped: 2

#	RESPONSES	DATE
1	we do not pay a monthly payment. we do provide a dedicated broadband line and equipment for our staff in the Revenues and Benefits services only. all other staff have laptops and use their own broadband.	9/18/2020 10:38 AM
2	Nil	9/15/2020 3:15 PM
3	Tax claim only	9/15/2020 10:18 AM
4	0	9/11/2020 5:38 PM
5	Council provides necessary equipment required to ensure employees are able to work comfortably from home or as a result of a workplace assessment. We do not pay any home working support payments	9/10/2020 5:17 PM
6	0	9/10/2020 3:30 PM
7	0	9/10/2020 12:39 PM
8	15	9/9/2020 11:26 AM
9	No financial payment- we would, if homeworking was agreed for a post, supply correct kit and ancillary equipment to allow the job to be done safely at a remote location	9/8/2020 3:13 PM
10	0	9/8/2020 2:26 PM
11	depends on need	9/7/2020 5:11 PM
12	HMRC amount of £6 per week (this has been undertaken on the colleagues behalf through payroll)	9/7/2020 5:02 PM
13	na	9/7/2020 12:14 PM
14	Provision of workstation equipment only	9/7/2020 12:02 PM
15	0	9/7/2020 11:32 AM
16	0	9/7/2020 10:44 AM
17	0	9/7/2020 10:31 AM
18	0	9/7/2020 10:15 AM
19	0	9/7/2020 10:14 AM
20	N/A	9/7/2020 10:14 AM
21	0	9/7/2020 10:14 AM
22	N/A	9/7/2020 10:11 AM
23	£0 we provide equipment	9/7/2020 10:11 AM
24	Not yet we don't but we have a project going on to look at this and we may have to. We will be following other Councils closely to see what they do and implement it if we have to.	9/7/2020 10:06 AM
25	none	9/7/2020 9:40 AM
26	£0	9/7/2020 9:35 AM
27	n/a. Employees have been made aware of what they can seek to claim via HMRC	9/7/2020 9:32 AM
28	0	9/7/2020 9:17 AM
29	£0	9/7/2020 9:13 AM
30	Tax payers directed to HMRC, non tax payer £5 per month	9/7/2020 9:13 AM
31	0	9/7/2020 9:09 AM

Q3 Please specify the amount (£) you pay as a one-off payment for home working set up

Answered: 31 Skipped: 2

#	RESPONSES	DATE
1	i cannot unfortunately. i have tried to ascertain these details from IT however the data is quite mixed.	9/18/2020 10:38 AM
2	Nil	9/15/2020 3:15 PM
3	n/A	9/15/2020 10:18 AM
4	200	9/11/2020 5:38 PM
5	£0	9/10/2020 5:17 PM
6	0	9/10/2020 3:30 PM
7	0	9/10/2020 12:39 PM
8	0	9/9/2020 11:26 AM
9	See 2	9/8/2020 3:13 PM
10	0	9/8/2020 2:26 PM
11	depends on need	9/7/2020 5:11 PM
12	n/a office equipment such as table/chair is provided where required	9/7/2020 5:02 PM
13	none	9/7/2020 12:14 PM
14	Dependant on DSE assessment	9/7/2020 12:02 PM
15	0	9/7/2020 11:32 AM
16	0	9/7/2020 10:44 AM
17	0	9/7/2020 10:31 AM
18	0	9/7/2020 10:15 AM
19	0	9/7/2020 10:14 AM
20	N/A	9/7/2020 10:14 AM
21	only specific costs for home working	9/7/2020 10:14 AM
22	N/A	9/7/2020 10:11 AM
23	£0	9/7/2020 10:11 AM
24	Nothing currently but we are looking into it.	9/7/2020 10:06 AM
25	dont do that	9/7/2020 9:40 AM
26	£0	9/7/2020 9:35 AM
27	n/a	9/7/2020 9:32 AM
28	0	9/7/2020 9:17 AM
29	£0	9/7/2020 9:13 AM
30	0	9/7/2020 9:13 AM
31	0	9/7/2020 9:09 AM

Q4 Please specify the amount (£) you pay for/contribute to broadband costs

Answered: 31 Skipped: 2

#	RESPONSES	DATE
1	not known	9/18/2020 10:38 AM
2	Nil	9/15/2020 3:15 PM
3	Nil	9/15/2020 10:18 AM
4	0	9/11/2020 5:38 PM
5	£0	9/10/2020 5:17 PM
6	0	9/10/2020 3:30 PM
7	0	9/10/2020 12:39 PM
8	0	9/9/2020 11:26 AM
9	£0	9/8/2020 3:13 PM
10	0	9/8/2020 2:26 PM
11	NA	9/7/2020 5:11 PM
12	None	9/7/2020 5:02 PM
13	none	9/7/2020 12:14 PM
14	0	9/7/2020 12:02 PM
15	0	9/7/2020 11:32 AM
16	0	9/7/2020 10:44 AM
17	0	9/7/2020 10:31 AM
18	0	9/7/2020 10:15 AM
19	0	9/7/2020 10:14 AM
20	N/A	9/7/2020 10:14 AM
21	0	9/7/2020 10:14 AM
22	N/A	9/7/2020 10:11 AM
23	£0	9/7/2020 10:11 AM
24	Nothing currently but we are looking into it.	9/7/2020 10:06 AM
25	none	9/7/2020 9:40 AM
26	£0	9/7/2020 9:35 AM
27	n/a	9/7/2020 9:32 AM
28	0	9/7/2020 9:17 AM
29	£0	9/7/2020 9:13 AM
30	0	9/7/2020 9:13 AM
31	0	9/7/2020 9:09 AM

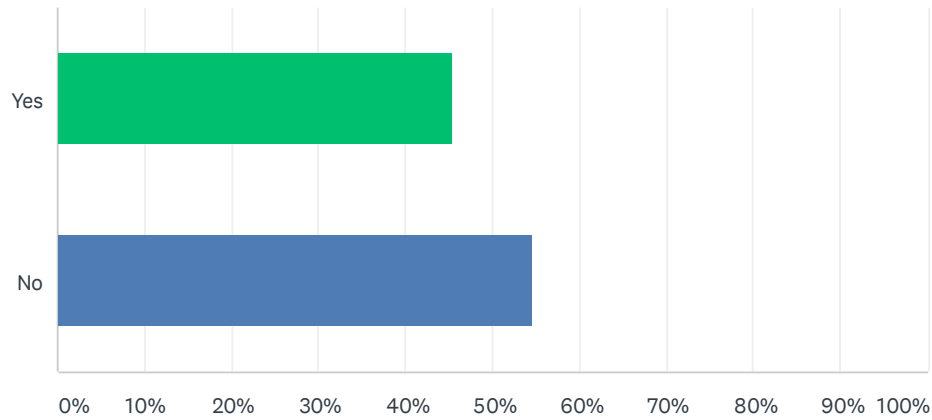
Q5 Please specify the amount (£) the amount you pay for/contribute to utility costs

Answered: 31 Skipped: 2

#	RESPONSES	DATE
1	we do not contribute to these costs	9/18/2020 10:38 AM
2	Nil	9/15/2020 3:15 PM
3	Nil	9/15/2020 10:18 AM
4	0	9/11/2020 5:38 PM
5	£0	9/10/2020 5:17 PM
6	0	9/10/2020 3:30 PM
7	0	9/10/2020 12:39 PM
8	0	9/9/2020 11:26 AM
9	£0	9/8/2020 3:13 PM
10	0	9/8/2020 2:26 PM
11	NA	9/7/2020 5:11 PM
12	None	9/7/2020 5:02 PM
13	none	9/7/2020 12:14 PM
14	0	9/7/2020 12:02 PM
15	0	9/7/2020 11:32 AM
16	0	9/7/2020 10:44 AM
17	0	9/7/2020 10:31 AM
18	0	9/7/2020 10:15 AM
19	0	9/7/2020 10:14 AM
20	N/A	9/7/2020 10:14 AM
21	0	9/7/2020 10:14 AM
22	N/A	9/7/2020 10:11 AM
23	£0	9/7/2020 10:11 AM
24	Nothing currently but we are looking into it.	9/7/2020 10:06 AM
25	none	9/7/2020 9:40 AM
26	£0	9/7/2020 9:35 AM
27	n/a	9/7/2020 9:32 AM
28	0	9/7/2020 9:17 AM
29	£0	9/7/2020 9:13 AM
30	0	9/7/2020 9:13 AM
31	0	9/7/2020 9:09 AM

Q6 Do you provide any other payments or equipment for home workers?

Answered: 33 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	45.45%	15
No	54.55%	18
TOTAL		33

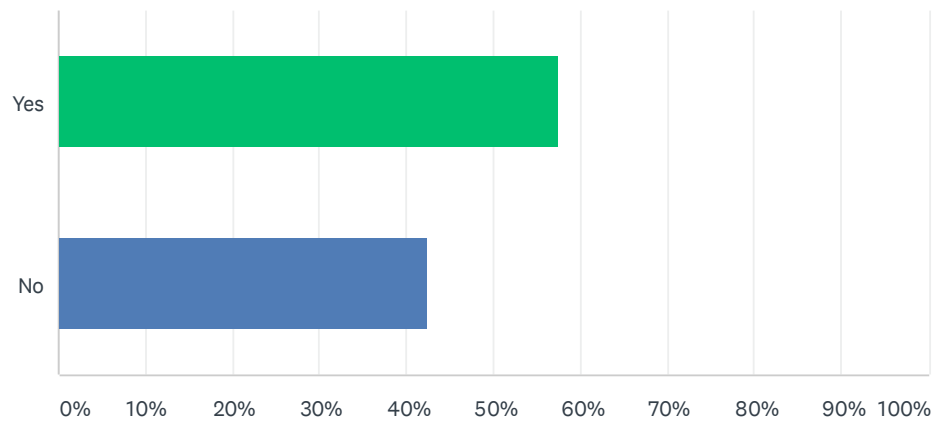
Q7 Referring to question 6, please describe rate (£pp) and what the payment covers

Answered: 25 Skipped: 8

#	RESPONSES	DATE
1	We currently allow employees to take home their office equipment (computer and associated items/chair) in order to have a safe workstation at home during the enforced period of home working. We make no other payments.	9/15/2020 3:15 PM
2	n/a	9/15/2020 10:18 AM
3	nil	9/10/2020 3:30 PM
4	Equipment they would normally have at their desk eg specific chair, mouse, wrist rests, docking station or reasonable adjustments that are required	9/10/2020 12:39 PM
5	0	9/9/2020 11:26 AM
6	Na	9/8/2020 3:13 PM
7	We have allowed staff with reasonable adjustments to take home office equipment such as keyboards, chairs etc. Majority of our staff already had laptops so were able to work from home.	9/8/2020 2:26 PM
8	Laptops are provided as standard and mobile phones where required are provided	9/7/2020 5:02 PM
9	na	9/7/2020 12:14 PM
10	n/a	9/7/2020 12:02 PM
11	No financial value at this stage but we provide laptop, monitor, keyboard, mouse and chair.	9/7/2020 11:32 AM
12	0	9/7/2020 10:44 AM
13	We provide laptops as usual and during the Covid period, we have allowed staff to take home monitors, keyboards, mice, chairs, foot rests and any other specific items they have needed.	9/7/2020 10:31 AM
14	No payment but employees are able to take home their office equipment such as chair, screen etc.	9/7/2020 10:15 AM
15	Some have provided laptops and mobile phones but a lot more are working of their own kit	9/7/2020 10:14 AM
16	We provide equipment not payment to individuals	9/7/2020 10:14 AM
17	itemised telephone call, printer cartridges where essential, any other direct expenses for home working	9/7/2020 10:14 AM
18	No payment but equipment provided - brand new desks plus chairs and IT equipment on loan from council buildings.	9/7/2020 10:11 AM
19	Provide ICT equipment, chair where requested, we are currently looking at desks. This is for temporary as well as permanent homeworkers. Employees aware of tax relief but do not specifically inform	9/7/2020 10:11 AM
20	Nothing currently but we are looking into it.	9/7/2020 10:06 AM
21	£0	9/7/2020 9:35 AM
22	n/a	9/7/2020 9:32 AM
23	We have allowed staff to take office equipment home, chair, monitor, keyboards etc but we have not given any financial payment	9/7/2020 9:17 AM
24	Desk or table £180 Chair £144 Foot stool £60 Lockable storage £25 Wrist support mouse mat £8 Wrist support for keyboard £10 Desk risers £20 Laptop riser £30 Laptop Tray £30 Desk lamps £15	9/7/2020 9:13 AM
25	We do not make a payment, but will arrange to have existing equipment transported to an employees home.	9/7/2020 9:09 AM

Q8 Do you advise your employees to register as home worker with HMRC (to gain tax relief)?

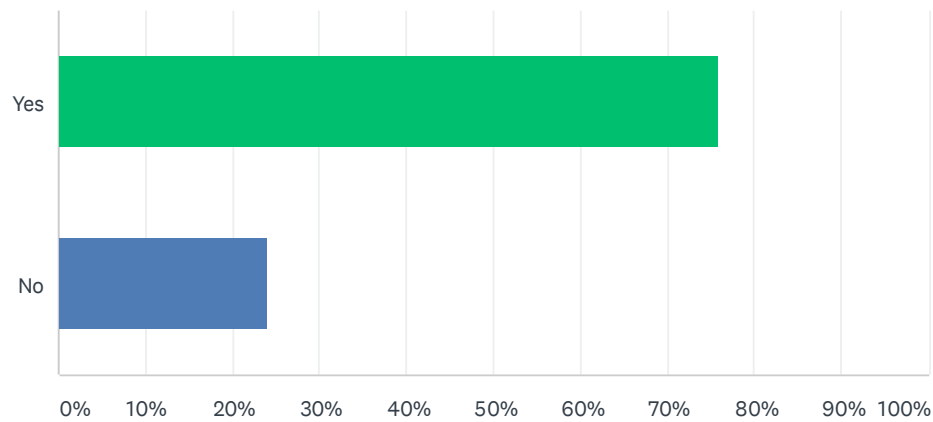
Answered: 33 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	57.58%	19
No	42.42%	14
TOTAL		33

Q9 Do employees who are temporarily (until further notice) working at home (due to COVID) qualify for the above?

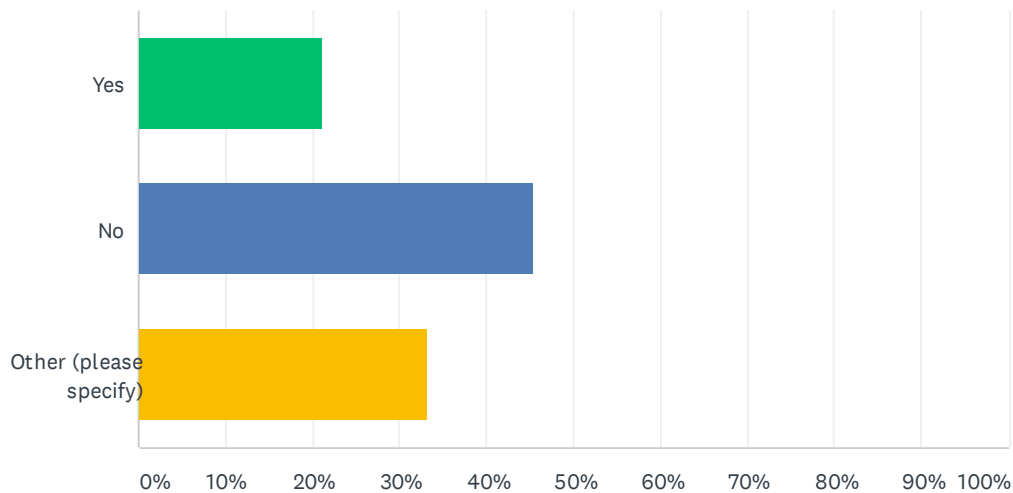
Answered: 29 Skipped: 4



ANSWER CHOICES	RESPONSES	
Yes	75.86%	22
No	24.14%	7
TOTAL		29

Q10 Have you revised / updated a council home working policy to reflect above?

Answered: 33 Skipped: 0

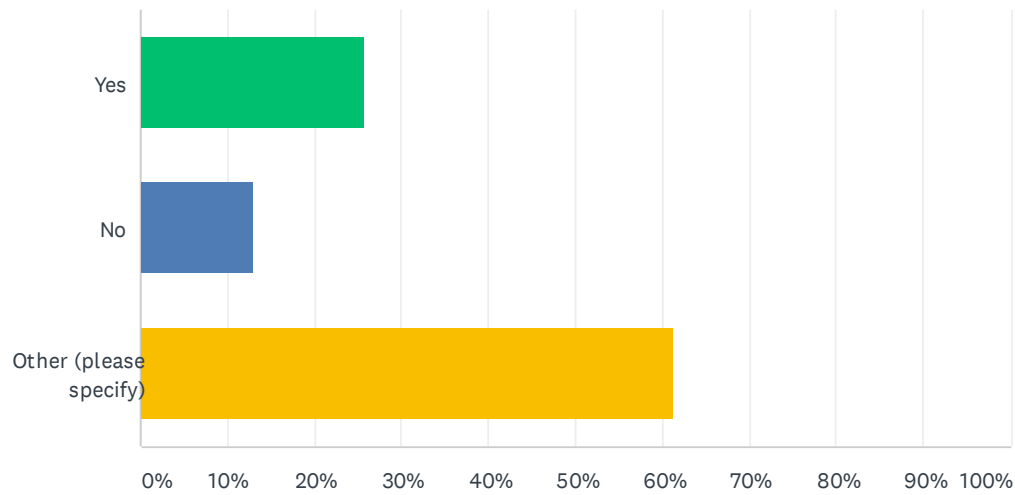


ANSWER CHOICES	RESPONSES	
Yes	21.21%	7
No	45.45%	15
Other (please specify)	33.33%	11
TOTAL		33

#	OTHER (PLEASE SPECIFY)	DATE
1	Not sure if they qualify or not so no changes applied at present. Employees directed to the HMRC guidance.	9/15/2020 3:15 PM
2	We do not have a specific home working policy, however advice and guidance has been provided to employees who are now homeworking as a result of the Covid-19 pandemic	9/10/2020 5:17 PM
3	It has been revised and still in draft going through the normal process	9/10/2020 12:39 PM
4	Policy not updated. We have advised people that they may be able to claim tax rebates themselves but we have not advised them to do (or not do) this. We have just informed them.	9/8/2020 3:13 PM
5	We are in the process of looking through the workforce to consider whose contracts could be changed to permanent homebased working and alongside that, we are looking at what expenses/costs we might support.	9/7/2020 10:31 AM
6	We do not have a policy but have created FAQ's for referral	9/7/2020 10:15 AM
7	Advice on this is one of our FAQs but whether people are eligible for tax relief may depend on specific personal circumstances	9/7/2020 10:14 AM
8	looking at reviewing	9/7/2020 10:11 AM
9	All staff email informing them of tax relief available if they chose to apply for it	9/7/2020 9:40 AM
10	We rolled out an Agile Working Policy in October 2019 as we were working towards a more Agile Working workforce anyway, including remote working from home.	9/7/2020 9:32 AM
11	Interim policy implemented, looking more broadly at agile working policy development.	9/7/2020 9:09 AM

Q11 Has this policy been agreed with the trade unions?

Answered: 31 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	25.81%	8
No	12.90%	4
Other (please specify)	61.29%	19
TOTAL		31

#	OTHER (PLEASE SPECIFY)	DATE
1	No policy requirement	9/21/2020 12:58 PM
2	Not applicable as no policy changes at present.	9/15/2020 3:15 PM
3	in train	9/15/2020 10:18 AM
4	N/A	9/10/2020 5:17 PM
5	Not changed	9/10/2020 3:30 PM
6	This will be completed shortly	9/10/2020 12:39 PM
7	Policy not amended	9/8/2020 3:13 PM
8	We haven't updated our policy, but will look at this in future. We would be interested in hearing what other councils are doing.	9/8/2020 2:26 PM
9	in consultation	9/7/2020 5:11 PM
10	na	9/7/2020 12:14 PM
11	Nothing developed at this stage	9/7/2020 11:32 AM
12	Not applicable	9/7/2020 10:44 AM
13	It's being developed yet and will be shared over the coming weeks.	9/7/2020 10:31 AM
14	No policy	9/7/2020 10:15 AM
15	N/A	9/7/2020 10:11 AM
16	We have informed the trade union	9/7/2020 9:40 AM
17	N/A	9/7/2020 9:35 AM
18	not changed	9/7/2020 9:17 AM
19	Currently in the process of discussion with TUs.	9/7/2020 9:09 AM