
Home & Agile Working Inquiry Report

Reason for the Report

1. To present Members with an opportunity to consider the final draft report of the Committee's task & finish inquiry into Home & Agile Working.

Background

2. As part of its 2021/22 work programme the Committee agreed to continue a review of Home & Agile working to capture the benefits of homeworking developed as an emergency response to the pandemic.
3. The terms of reference for the inquiry were agreed as follows:

To examine how the experience of managing remotely during the pandemic can inform future policy on autonomy at work, operating within a culture of care and trust; with a specific focus on the management/leadership challenges of supporting home & agile working.

4. Members of the Task & Finish group were:
Councillor Jane Henshaw
Councillor Norma Mackie
Councillor David Walker (Chair)
5. The Task & Finish Group received evidence from a wide range of internal and external witnesses as follows.

Internal Witnesses

Councillor Chris Weaver, Cabinet Member, Finance Modernisation & Performance

Chris Lee, Director of Resources

Gareth Newell, Head of Performance & Partnerships

Donna Jones, Assistant Director, Estates

Senior Management fieldwork contributors

External Witnesses

Councillor Paul Pavia, Cabinet Member Education, Monmouthshire Council

Matthew Gatehouse, Head of Policy, Engagement & Improvement, Monmouthshire Council

Hazel Illet, Senior Scrutiny Officer Monmouthshire Council

Victoria Rose-Piper, Head of Renewal, Natural Resources Wales

Way Forward

6. Attached at **Appendix A** is the final draft report of the task group. Members are particularly referred to the Key Findings (*pages 5-17*) and the 9 Recommendations (*pages 19-22*). These are based on the evidence heard throughout the Task & Finish Group Inquiry and the Review of Homeworking Literature commissioned from the Scrutiny Research Service by the task group, attached to the main report as **Appendix 1**.
7. Members may wish to consider the report, raise any matters for clarification with the task group, agree the report and refer it for consideration by the Cabinet.

Legal Implications

8. The Scrutiny Committee is empowered to enquire, consider, review, and recommend but not to make policy decisions. As the recommendations in this report are to consider and review matters there are no direct legal implications. However, legal implications may arise if and when the matters under review are implemented with or without any modifications.

Any report with recommendations for decision that goes to Cabinet/Council will set out any legal implications arising from those recommendations. All decisions taken by or on behalf the Council must (a) be within the legal powers of the Council; (b) comply with any procedural requirement imposed by law; (c) be within the powers of the body or person exercising powers of behalf of the Council; (d) be undertaken in accordance with the procedural requirements imposed by the Council e.g. Scrutiny Procedure Rules; (e) be fully and properly informed; (f) be properly motivated; (g) be taken having regard to the Council's fiduciary duty to its taxpayers; and (h) be reasonable and proper in all the circumstances.

Financial Implications

9. The Scrutiny Committee is empowered to enquire, consider, review, and recommend but not to make policy decisions. As the recommendations in this report are to consider and review matters there are no direct financial implications at this stage in relation to any of the work programme. However, financial implications may arise if and when the matters under review are implemented with or without any modifications. Any report with recommendations for decision that goes to Cabinet/Council will set out any financial implications arising from those recommendations.

RECOMMENDATION

10. The Committee is recommended to:

Consider the Home & Agile Working Report of the Task and Finish Group and agree, subject to any comments the Committee wishes to make, that it is forwarded for consideration by the Cabinet at the earliest opportunity.

DAVINA FIORE

Director of Governance and Legal Services

2 March 2022