

# The Challenge of Home to Work Transport

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# The Issues

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**Cost** – Fuel, Maintenance, Vehicle Value

**Risk** – More Miles = More Risk

**Efficiency** – Business Case or Custom and Practice

**Corporate Image** – Public Perception

**Equity** – Not available to all

**HMRC** – Different Rules for Cars and Vans!!

# York's Issues

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**No Policy** – Different practices across departments

**High Home to Work Mileage** – Small area but employees travel from far and wide

**Resistance From Employees** – Most saw it as their right.

**Implied Term and Condition** – Need to negotiate  
Not Consult

# The Process

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**Set Up Negotiating Group** – Council and Unions

**Gather Data** – Mileage, Costs, Service Impact

**Interview Staff** – Service Managers and Employees

**Agree Data** – Before Proposing any Charge!!!

**Agree A Solution** – Before Proposing any Charge!!!

# York's Solution

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**New Council Wide Policy** – And Collective Agreement from April 2013

**Different Arrangements For Cars and Vans** – But the Charge is the Same

**Flexibility** – No Charge Inside Council Area -Where the Journey is Supported by a Business Case. Only the Employee 'Benefit' is Charged For. 'One Off's' Not Subject To Charge.

# York's Solution – The Impact

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**Equitable And Fair** – Applicable to All Employees

**No Change For Some** – Van Drivers Continue to Commute For Free – Unless They Move!!

**Reduced Home To Work Mileage** – No Cars Being Taken Home Except for 'One Off's'

**Auditable** – Much Easier to Check Compliance. More responsibility and Accountability.

**Defendable** – Keeps Press and Public 'At Bay'

Thank You

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**QUESTIONS?**

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