

# **CONSULTATION DOCUMENT**

## **PROPOSED CHANGES – INTRODUCTION OF CAR PARKING CHARGES**

**Date: 8<sup>th</sup> May 2019**

### **Circulation:**

All staff and Members

Corporate Consultative Forum Members

Schools based staff via The Link

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For information only:

ARVATO, Slough Children's Trust, Head teachers via The Link, Bouygues

**PLEASE TAKE THE TIME TO READ THIS DOCUMENT AS IT PROPOSES COUNCIL WIDE INTRODUCTION OF CAR PARK CHARGES.**

### **1. Introduction**

This document details the proposals to introduce parking charges for all employees who choose to travel by car to the town centre for work purposes, including those who will be based at 25 Windsor Road. These proposals will impact on parking arrangements for employees who are currently based at St Martin's Place (SMP), Landmark Place (LMP) and The Curve. The charges are proposed to take effect from 1<sup>st</sup> October 2019. However, all employees will be able to continue to park for free on the Montem site and Hatfield car park until September 30, 2019.

This consultation document also highlights a further review of parking at hubs and all other Council buildings which will take place next year (2020).

### **2. Affected Staff**

The proposals affect all directly employed staff within the Council and who work at Council buildings or hubs (excluding schools).

Slough school-based support staff, where the Local Authority is the employer i.e. community and voluntary controlled schools, are not affected by these proposals as they have separate parking arrangements with their schools.

All employees will be notified electronically (email) of the release of the document and a copy of the document will be attached to the email. The document will also be available to read or download in printed form from SBC Insite. For staff without access to the IT system printed copies will be made available.

Staff are encouraged to make any comments with alternative suggestions on the proposals by no later than Monday 24<sup>th</sup> June 2019 at 4 pm to the [parking-consultation@slough.gov.uk](mailto:parking-consultation@slough.gov.uk) email address.

Staff information sessions to go through these proposals will be held on Wednesday 8<sup>th</sup> May 2019. Also this briefing will be covering the consultation in relation to the proposed removal of the mileage allowance. The briefing sessions will be led by Joe Carter, Director of Regeneration and Neil Wilcox, Director of Finance and Resources as detailed below.

Date	Venue	Time
8 <sup>th</sup> May 2019	Venus Room 2 and 3	10.00 am
8 <sup>th</sup> May 2019	Venus Room 2 and	11.30 am
8 <sup>th</sup> May 2019	Venus Room 2 and	2.00 pm
8 <sup>th</sup> May 2019	Venus Room 2 and	3.30 pm

**Further briefing sessions are also being arranged and staff will be informed by the All user email.**

### **3. Background and need for change**

As you will be aware, the Council is moving its Headquarters from St Martins Place (SMP) to 25 Windsor Road later this year. In addition, our Transformation Programme and emerging Localities Strategy will inform and shape the way we will all work in the future. The move to Windsor Road has acted as a catalyst for those discussions.

The Council has for some time provided free parking for employees and visitors to SMP. The parking at SMP site (both underground and on the deck of SMP) has been allocated on a priority basis via a waiting list held by the Buildings Management Service. There is also free parking available at the rear of Montem Sports Centre. Due to the opening of the new Leisure facility, The Centre on Farnham Road the Montem Leisure Centre will shortly be demolished, the free parking facility behind the leisure centre will then be terminated. The Montem site will then be handed over to our development partner Slough Urban Renewal to build 150 much needed new homes on this site.

The regeneration of the Montem site will inevitably have resulted in a reduction to the current capacity for car parking at SMP and would have necessitated a need to revise our parking provision regardless of whether we were moving to new premises, or not.

In anticipation of this the Accommodation and Assets Board set up a Transport and Parking Task and Finish Group to look at the options and information available to inform suggestions for the way forward. As part of this work the group considered the results of the Staff Travel Survey which identified that, whilst, 50% of staff lived in Slough, there was nevertheless a high level of car dependency amongst staff, with 92% of staff currently travelling to and from work by car. A large number indicated that their personal car was their preferred mode of travel and that they would prefer to pay for parking than to use alternative modes of transport.

The Council is committed to encouraging modal shift to sustainable travel options, reducing traffic congestion, improving air quality and promoting healthy lives. These commitments are set out in our Five Year plan, i.e.; outcome 3 and 5 – ‘Slough will be an attractive place where people choose to live, work and stay’ and ‘Slough will attract, retain and grow businesses and investment to provide opportunities for our residents’.

Our aspiration is for our workforce to choose a more sustainable approach to travel to, from and for work and to have greater opportunities for flexible working. If we do nothing and continue to provide plentiful and free car parking, it is less likely that we will reduce our dependency on the private car and start adopting other modes of travel such as train, bus, cycling and walking.

The Council is therefore trying to balance its commitments to promoting sustainable travel with the desire of staff to use their car for work travel. It is recognised that this shift in behaviours will take time and we are working on a number of incentives and improvements to other travel options such as a car sharing/car pooling initiative and discounted fares for using public transport, alongside a scheme to increase the business fleet of electric vehicles and bikes. It is recognised that these still need further development. Further details of these incentives can be found on <http://www.slough.gov.uk/parking-travel-and-roads/better-by.aspx>. However, the termination of free parking in Montem Leisure Centre means that the maintaining the current arrangements is not an option.

It is therefore proposed, that we do provide parking for all staff working in the Town Centre at the Hatfield Multi Storey Car Park, but at a charge. The parking will not be subject to an allocation policy (as currently at SMP and LMP). We will continue to work on providing options for more sustainable methods of travel where we can.

The increased use of the Hatfield Car Park will require further one off investment together with on-going costs for maintenance, cleaning, security, enforcement etc. Therefore, in line with most other local authorities, the proposals include the introduction of a charge for this parking provision, albeit at a reduced rate and on a sliding scale linked to pay as detailed in Section 4. These charges will support the council in recovering some of the costs providing parking facilities for staff. These charges will be fixed until at least April 2021.

Staff parking arrangements at non Town centre sites are not currently proposed to change. However, the Council will be carrying out further work on our developing hub and locality strategy and will review staff parking charges across the Borough in 2020 with, if required, implementation of charges from April 2021.

#### **4. Parking Charge Proposals**

It is proposed that these charges will take effect from 1st October 2019, and until then parking would continue to be free at Montem or Hatfield, irrespective of whether staff have moved to the new Council Offices.

The following charges will apply for staff and members at Hatfield Multi-Storey Car Park:

- £3 per day for Senior Managers from SML 11 upwards and CMT
- £2 per day for staff between salary Levels 5 and 10 – capped at a maximum of £6 in any week
- £1 per day for staff on pay Level 4 and below, part time workers on 20 hours or fewer and members
- Agency workers backfilling a vacant post within the organisation will pay the charge related to that role.

- No provision will be made for contractors who will be welcome to use any other town centre car park at the publically available rate.

It is proposed that the charge for parking will be via a daily 'pay as you use' model. The charge, once paid, will allow parking for the full day regardless of the length of time or the number of times the vehicle accesses the car park during that day.

## **Parking arrangements at Herschel Car Park and 25 Windsor Road**

In addition to the normal public parking arrangements at the Herschel Car Park, reserved spaces will be provided for the fleet of Council electric vehicles, it is also proposed that there will be a limited number of free spaces for private Electric vehicles and a new car pooling scheme

A number of spaces will be made available for Blue badge holders, who will continue to receive free parking, as they currently do at all Council sites across the Borough. Free Blue Badge holder parking is also available directly adjacent to 25 Windsor Road.

We are aware that some staff may have medical conditions which affect their mobility, but are not Blue Badge holders, and a separate policy will be devised outlining the criteria under which they can park in close proximity to 25 Windsor Road.

There are currently a number of free and allocated motorcycle spaces at both Hatfield and Herschel car parks. These will continue to be available for staff as well as the public.

All other staff parking arrangements in the Town Centre will be revoked as part of this consultation.

In order to address some of the concerns expressed in the staff survey, free parking will be available in the adjacent Herschel Car Park after 5pm for those staying late or attending evening meetings.

There will also be the ability, via the Building Management Team, to arrange for equipment to be picked up and dropped off near the new HQ. Everyone, including visitors, is able to use any other town centre car park at the publically available rate.

## **5. Purpose of Consultation**

The proposed change requires consultation as this affects the majority of the workforce.

The purpose of this consultation is:

- to listen to your comments and suggestions
- to consider alternatives that meet the identified objectives
- to understand where there may be negative impact for staff that has not previously been considered and find ways of reducing that impact to a minimum

In the spirit of staff engagement and in line with the values and behaviours the Council has adopted, the Council wish to engage in a consultation exercise with staff and the launch of this document is the start of this consultation process

It will not be possible to reply to every individual response, however, all will be considered and generic responses provided.

## **6. Counter proposals**

Any counter-proposals or comments around the proposals from individuals or groups of affected staff and the trade unions should be put in writing to: [Parking-consultation@slough.gov.uk](mailto:Parking-consultation@slough.gov.uk) **by 4 pm on Monday 24<sup>th</sup> June 2019.**

Counter-proposals should aim to meet the objectives as set out above.

Subject to the results of the consultation and the consideration of counter-proposals, it is intended to implement any new proposals commencing from 1<sup>st</sup> October 2019.

## **7. Consultation and opportunities to influence the proposal**

These proposals will be subject to a 45 (calendar) day consultation period with all staff and their accredited Trade Union Representatives. The consultation period commences on the 8<sup>th</sup> May 2019 and will conclude on 24<sup>th</sup> June 2019.

## **8. Communication with staff**

All staff will be notified electronically (via email) of the release of this document and a copy of the document will be attached to the email. The document will also be available to read or download in printed form from SBC Insite. For staff without access to the IT system printed copies will be made available.

Should staff have individual questions or wish to discuss personal situations, 1-2-1 surgeries can be arranged throughout the duration of the consultation period at mutually convenient times. For Individual 1:1 Surgeries please submit your request to:- [Parking-consultation@slough.gov.uk](mailto:Parking-consultation@slough.gov.uk)

Staff will be invited to submit responses to the consultation and although it will not be possible to reply to every individual response, all will be considered and generic responses provided. Where appropriate 'Frequently Answered Questions (FAQs)'s will be added to SBC Insite.

## 9. Proposed Implementation Timetable

The proposed timetable is outlined below:

Dates	Action												
May 2019	Trade Union Briefing												
8 <sup>th</sup> May 2019	Commencement of consultation. Proposals issued to affected staff and Trade Union and circulated as per circulation list.												
May and June	<p><b>Staff Briefings</b></p> <table border="1"> <tbody> <tr> <td>8<sup>th</sup> May 2019</td> <td>Venus Room 2 and 3</td> <td>10.00 am</td> </tr> <tr> <td>8<sup>th</sup> May 2019</td> <td>Venus Room 2 and 3</td> <td>11.30 am</td> </tr> <tr> <td>8<sup>th</sup> May 2019</td> <td>Venus Room 2 and 3</td> <td>2.00 pm</td> </tr> <tr> <td>8<sup>th</sup> May 2019</td> <td>Venus Room 2 and 3</td> <td>3.30 pm</td> </tr> </tbody> </table> <p><b>Further briefings will be arranged throughout the consultation period and will be notified via all user emails</b></p>	8 <sup>th</sup> May 2019	Venus Room 2 and 3	10.00 am	8 <sup>th</sup> May 2019	Venus Room 2 and 3	11.30 am	8 <sup>th</sup> May 2019	Venus Room 2 and 3	2.00 pm	8 <sup>th</sup> May 2019	Venus Room 2 and 3	3.30 pm
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8 <sup>th</sup> May 2019	Venus Room 2 and 3	3.30 pm											
Throughout consultation period	<p><b>121 Surgeries –</b> Should staff have individual questions or wish to discuss personal situations, surgeries can be arranged throughout the duration of the consultation period at mutually convenient times.</p> <p>For Individual 121 Surgeries please contact <a href="mailto:Parking-consultation@slough.gov.uk">Parking-consultation@slough.gov.uk</a></p>												
Monday 24 <sup>th</sup> June 2019	End of formal consultation period and any formal responses to be addressed to <a href="mailto:Parking-consultation@slough.gov.uk">Parking-consultation@slough.gov.uk</a> by 4pm.												
Week commencing 24th June 2019	Consultation responses considered												
Week commencing 1 <sup>st</sup> July 2019	Consultation response issued.												
Week commencing 1st July 2019	Subject to consultation.12 weeks notice given to implement parking charges with effect from 1 <sup>st</sup> October 2019												
1 <sup>st</sup> October 2019	Parking Charges introduced.												

## 10. Concluding Remarks

These proposals will assist the Council in recovering the costs of operating the Hatfield Multi-Storey Car Park for staff use thereby minimising the need to further reduce the workforce and striking a balance between a competitive employment offer and value for money for local taxpayers.

Slough train and bus stations are within 5 minutes walk of 25 Windsor Road. It is hoped that these proposals will also contribute to the Council's ambition to reduce congestion on our roads, improve our air quality, and achieve our modal shift requirements. They are aimed at encouraging where possible the use of alternative modes of transport such as train, bus, cycling and walking.

A handwritten signature in black ink, appearing to read 'Joe Carter', with a long horizontal flourish extending to the right.

Joe Carter  
Director of Regeneration

Appendix 1 – FAQ's

## APPENDIX 1

### Frequently Asked Questions

1. How many spaces at Hatfield? There are a total of 590 spaces at Hatfield multi-storey however not all of these will be allocated to council staff. It is extremely unlikely that everyone will need to park at once so there should be plenty of spaces at Hatfield for those staff who need them.
2. As we have been advised that this is where we will park, does our working day start from the time we park? No. The process will be no different than it is now.
3. Traffic is heavy in the morning which will add to our travelling time. Traffic during the rush hours is always heavy, however the half a mile from our current HQ to the new one should not make a significant difference for those travelling from the west and will actually be better for staff who are travelling from the east. Travelling times are always variable and the council's smart working policy and flexible working policy should mean a proportion of staff do not necessarily have to travel during rush hour.
4. How bad is security when the EEF has been asked for ideas about a 'walking bus' 'Coffee shop' Is this to bring trade into the high street? Security along the High Street is actually excellent with comprehensive CCTV coverage, wardens and neighbourhood police patrols. However we are aware that often the fear of crime and anti-social behaviour is much higher than the reality and the aim of asking the EEF to come up with some ideas was so staff can be less concerned than they may be currently.
5. In the evening most of us leave at different times. This is no different than it is currently with staff walking to the current parking facilities or public transport. We know many individuals make their own arrangements to walk with colleagues if they are leaving at similar times and we expect it to be no different from the new site.
6. Winter time... Do we need a buddy system to make sure that we are safe? You probably don't need a buddy system as security around the areas people are likely to be walking in is very good with comprehensive CCTV coverage, wardens and neighbourhood policing patrols, however if it is something staff wish to undertake for their own peace of mind this is something the council would support. We know many individuals make their own arrangements to walk with colleagues if they are leaving at similar times and we expect it to be no different from the new site.
7. To travel on buses is very expensive. We are currently in discussions with the bus companies to see if we can negotiate any cheaper fares for staff.
8. Traveling on buses in Slough is very expensive and they are not reliable We are currently in discussions with the bus companies to see if we can negotiate any cheaper fares for staff. Staff will now notice at a number of bus stops over past year that the real time information is working better; we are working on a new contract that will deliver better information which will also enable us to see where there are problems and subsequently challenge the operator on performance.
9. Clarification in relation to parking charges/arrangements for contractors and agency staff? Both agency and contractor staff will be required to pay to park as with any other member of staff.



10. What charge will Level 11 pay – not part of SLT but not level 5 – 10? Level 11 members of staff are considered senior management and will pay the senior management rates.
11. Why are blue badge holders getting parking for free? Understood they need to be parked closer but why for free? Hospitals charge blue badge holders so why aren't we? Blue badge holders already get the opportunity to park for free in council car parks and we do not expect our blue-badge holding staff to be any different. However, there will be a significant number of blue-badge spaces on site at 25 Windsor Road, which our blue-badge holding staff will have access to.
12. Parking must be free – why do people never listen? This will just be the thin end of the wedge. We have explored a number of options for parking and have tried to reach a balance between meeting the needs of our staff and our financial responsibility. The parking charge will allow us to cover the cost of providing car parking but at a reduced rate when compared to the publically available car parks.
13. If the proposal is approved, what does it mean for the public and businesses that currently park in Hatfield? Will there be specific floors open to them or will they need to identify alternative car parks? There are significant works planned for Hatfield car park including improved signage which will make it clear which areas are which. There should be plenty of spaces for everyone.
14. Currently we are able to use the loading bay if we are just collecting or dropping off our bulky equipment. Is the expectation that we will have to pay to park to come in and collect equipment and then leave again and then pay again to drop off? There will be short time ability to load and unload on site at Windsor Road. The fee for parking will be a flat rate no matter how many times in a day someone goes in and out of Hatfield car park,
15. We are based at the council although not directly employed by SBC. Where would we fall within these charges? Any partner staff such as HB Law and NHS will be treated in the same way as staff.
16. What about visitors and partner organisations coming for meetings? As the new HQ is in a town centre location there are numerous car parks for visitors and people coming for meetings. Herschel Car Park and Buckingham Gardens car parks are just around the corner and would provide ample opportunity for people to be able to park if visiting.
17. What about frequent car users for work purposes? The proposed charges for the car park are a flat fee for a day – no matter how many times someone enters or exits in that day.
18. Its not as bad as I thought it was going to be ✓
19. Will they be refreshing Hatfield and making it safe? Hatfield car park is nowhere near as bad as its reputation. The car park already has Park Mark status (a mark of safety), security seven days a week and 40 CCTV cameras covering the car park specifically. More work will be carried out before staff move to 25 Windsor Road.
20. Is there a way to waive the fine if an employee receives a parking ticket because they were delayed at a work activity, resulting in their pay-and-display ticket expiring? The proposed charges for the car park are a flat fee for a day – no matter how many times someone

enters or exits in that day. Staff will pay via an access card rather than a traditional pay and display so there will be no concerns about any tickets expiring.

21. Is any solution in this case consistently available and known about across different teams so that staff are treated equally? A detailed Equality Impact Assessment has been done which has been used to inform the staff consultation.
22. Parking affects people differently. Some staff on lower pay levels (4 and below) cannot afford this. There is no cap on what they pay each week/month. This will tip them over their living costs and they wouldn't be able to afford to come to work. The team who came up with these proposals looked very closely at all the charging options and how these might affect staff. This is why the proposal is for varying rates depending on pay levels. We can certainly consider a cap for levels below 5 if they are required to be in the office and cannot smart work.
23. Convenience and safety shouldn't be the privilege of those who can pay to park or choose to park somewhere else better. Hatfield car park, though not the nearest to the new site is certainly not massively inconvenient being less than a quarter of a mile away and with substantially reduced parking fees. It is Park Mark accredited, has 40 CCTV cameras covering it and security on site. However, all staff have a choice and if they wish to spend more money to park nearer then this that is not something the council as a whole can or would wish to control.
24. What about people who have to pay more because their role is not suitable to smart working? Staff who were unable to smart work were considered by the team who put together the proposals. This is the main reason the cap on the fees was brought in – so no one should be unfairly penalised financially for being unable to smart work.
25. It seems fair to me, as the current system isn't fair ✓
26. What about people who prefer not to smart/home work for personal reasons e.g. live alone (isolation) or have family at home (unsuitable work environment) and don't feel other suitable workspaces are available to them other than the office? Staff who were unable to smart work were considered by the team who put together the proposals. This is the main reason the cap on the fees was brought in – so no one should be unfairly penalised financially for being unable to smart work.
27. What if everyone comes in at once – will there be room for everyone to park?  
The team who investigated all the options and came up with the proposal did a lot of analysis about parking numbers, the number of people who were likely to park at any one time, taking into account the hubs, a large number of staff who work away from the HQ, those who use public transport and the new smart working proposals. It is extremely unlikely that everyone will come in at once and all need to park, however on a normal day there should be plenty of spaces at Hatfield for those who need them.
28. Those who can afford to park daily will do so – will that leave space for the others?. The team who investigated all the options and came up with the proposal did a lot of analysis about parking number, the number of people who were likely to park at any one time, taking into account the hubs, a large number of staff who work away from the HQ, those who use public transport and the new smart working proposals. On a normal day there should be plenty of spaces at Hatfield for those who need them and this will be monitored.

29. Noted that this is a proposal and the best overall solution the team looking at this could come to, and that there will be a consultation. However: how did they come up with this? How does this link to the survey feedback? Who is on the team working on this? A team was put together as a sub group of the HQ move group which included parking, transport, communications, HR, environmental quality, facilities and building management. The results of the survey were shared with the group in detail and formed a key part of the discussions and informed the eventual proposal. The proposal was formulated taking into account the survey results, current parking capacity and usage in the town centre area, impact of staff at all levels, the smart working policy, the fleet challenge work, other transport options, the electric fleet and timetables for both the move and closure of Montem Leisure Centre.
30. When is the proposal due to get approved or rejected? Who by?  
Consultation will commence on 8 May and subject to the consultation responses it is proposed to implement the change on 1<sup>st</sup> October 2019. CMT will consider the responses and make the final decision.
31. In my role I often need access to my sometimes heavy equipment such as sampling kit, seizure kits, weights and measures equipment. There are also times when we need to have access to our cars in an emergency such as rogue trader call outs, safety matters and so on. Having a car at short notice is essential. The time taken to walk to Hatfield and drive back to load could be crucial. It would add inefficiencies to our day. We are looking at increasing the viability and availability of the electric fleet so people in this situation or similar will be able to use one of the fleet at short notice, therefore personal cars would not be required.
32. In my particular case, I suffer from xxxxxxxx, which is not disabling, but can cause me severe pain when I walk, on occasions. In individual circumstances like these, alternative arrangements can be made as they are currently. Currently people with mobility issues but not blue badges are given car park passes if advised by an occupational health assessment that one is necessary. This will continue for the new building.
33. I would also like to ask if our contracts will change to reflect the removal of free parking as it has become custom and practice for such parking to be provided. Though it is not written into contracts, it has become custom and practice which is why there will be a comprehensive consultation undertaken by HR with every member of staff about the proposals.
34. Where is the dry, secure motor bike parking? There are a number of free allocated Motor bike parking bays in both Hatfield and Herschel Car Park which would be available to both staff and members of the public.
35. Main concerns are around safety (dark alley to enter from high street), darkness, people loitering inside, and safety of cars & opening times of car park. Hatfield car park is Park Mark accredited which is a mark of safety, security is on site at all times the car park is open and there 40 CCTV cameras covering the car park itself. The alleyway which leads to the High Street has been comprehensively changed, widened and with lighting installed. We will be ensuring people do not loiter and the staff parking areas will be closed at 9pm overnight.

36. Are there actually enough spaces for registered users on the Hatfield site?. The team who investigated all the options and came up with the proposal did a lot of analysis about parking number, the number of people who were likely to park at any one time, taking into account the hubs, a large number of staff who work away from the HQ, those who use public transport and the new smart working proposals. On a normal day there should be plenty of spaces at Hatfield for those who need them and this will be monitored.
37. Is it one flat fee a day even if we have to go in & out for work purposes? Yes
38. How will weekly payments etc be made – via account/payslip? Each member of staff will receive an access pass; these will be pre-programmed with payment rates. Payments can be made via an app or at the pay machine, similar to an Oyster Card.
39. I think the groupings are very unfair. I do not believe it is reasonable to expect a level 5 to pay the same as a level 10 for parking. I think each individual level should be individually scaled. I think it is very unreasonable that CMT/SLT only pay £1 more a day than a level 5. Unfortunately it would be near enough impossible to means test the ability to pay the parking charges. Though it is only a proposal and the consultation is your chance to have your say on the scaling of the charges and it may be different scales are provided based on the feedback received. In the case of senior management, if they are required to be in the office at all times, there is no cap on the amount in one week they will be required to pay, unlike for levels 5 to 10 where the maximum anyone would have to pay in one week is £6.
40. I am very concerned re: the safety, if I work late, which sometimes is unavoidable due to work demands; I will have to walk to the car in the dark, alone. It is quite some way from HQ. Was Herschel car park considered? Herschel Car Park was considered, however it is almost totally booked with private clients and nearby businesses and Hatfield was considered more appropriate. Security along the High Street is actually excellent with comprehensive CCTV coverage, wardens and neighbourhood police patrols. However we are aware that often the fear of crime and anti-social behaviour is much higher than the reality and the aim of asking the EEF to come up with some ideas was so staff can be less concerned than they may be currently.
41. Do you know if there is a deadline for responding to this proposal? Yes there will be a deadline when the formal consultation comes out in May.
42. Do you happen to know the timescale for when HR will write to staff asking for comments on the proposal? Consultation document is being prepared and is anticipated to be released in May. The consultation briefings will be led by CMT.
43. What impact will commenting have on the proposal at this stage? Consultation will enable staff to raise concerns and suggests alternatives which will be considered
44. Concern is Hatfield historically has been an undesirable carpark with people drinking, urinating etc in the staircases. I assume the council are going to address this before we use it? Hatfield car park is Park Mark accredited which is a mark of safety, security is on site at all times the car park is open and there are 40 CCTV cameras covering the car park itself. The alleyway which leads to the High Street has been comprehensively changed, widened and with lighting installed. We will be ensuring people do not loiter in the car park and it will be closed overnight.

45. Will there be designated Disabled bays at 25 Windsor Road and as I am registered disabled and hold a Blue badge I am assuming that I can park in one would this be correct? Is there enough parking onsite for all blue badge holders? Yes, there will be enough free blue badge parking.
46. Where are these hubs going to be, so we have a choice to work from that location? Hubs are currently being planned at Britwell (at the Britwell Centre), Langley (Trelawney Avenue) and Chalvey (at the new Chalvey community centre) and are also being looked at in Cippenham and Wexham.
47. If certain managers decide to park at Queensmere Car Park that is fine but for those on the lower end of the payscale that would not be an option financially. Hatfield car park, though not the nearest to the new site is certainly not massively inconvenient being less than a quarter of a mile away and with substantially reduced parking fees. It is Park Mark accredited, has 40 CCTV cameras covering it and security on site. However, all staff have a choice and if they wish to spend more money to park nearer then this that is not something the council as a whole can or would wish to control.
48. Does the 1 per cent cost of living rise cover the extra cost incurred for parking charges, as it feels like all cost of living incurred is going back to the council for parking? If you are referencing the national pay increase this is negotiated nationally and not by individual councils, however it was a 2% increase from 1 April. Even taking this into account the prices in the proposal are heavily subsidised by the council and have been set at a rate where they just cover the costs of the parking provided. There will be no profit for the council.
49. Each individual should be means tested. As you may have an individual that may be on the higher level payscale but could be a single parent, working part time. Unfortunately it would be near enough impossible to means test the ability to pay the parking charges. Though it is only a proposal and there may be a chance to change the scaling of the charges if appropriate. However in the case of senior management, if they are required to be in the office at all times, there is no cap on the amount in one week they will be required to pay, unlike for levels 5 to 10 where the maximum anyone would have to pay in one week is £6. As part of the consultation individual matters will be managed confidentially.
50. Parking should have been considered when purchasing the building or make remote working available to all staff not just those on the categories for remote/smart worker. Parking was considered when purchasing the building and a team was formed to look at all the issues, the responses from the travel survey and formulate a proposal. Staff who are unable to smart work were considered by the team who put together the proposals. This is the main reason the cap on the fees was brought in – so no one should be unfairly penalised financially for being unable to smart work.
51. Not being classified as disabled but not being able to walk that distance due to other health conditions being an older worker. In individual circumstances like these, alternative arrangements can be made as they are currently. Currently people with mobility issues but not blue badges are given car park passes if advised by an occupational health assessment that one is necessary. This will continue for the new building.
52. Contractors parking. How will that work? There will be no provision for contractors who will be welcomed to use any other town centre car park at the publically available rate. Agency workers backfilling posts within the organisation will pay the charge related to that role.

**53.** Will there be places for storing bicycles at 25 Windsor Road? Will this be adequate if more staff choose to cycle to work rather than pay fees for public transport or car parking? Yes