



Personnel Sub-Committee – 22 March 2011

Broadband Payments

Purpose of report

The purpose of this report is to inform councillors about the steps East Northamptonshire Council has taken to remove broadband payments to staff

1.0 Background

- 1.1 The Corporate Management Team (CMT) has been looking closely at budgets to see where cost savings can be made without affecting service delivery or staffing levels.
- 1.2 One area that was looked at was staff non contractual benefits.
- 1.3 When home broadband became available, allowances were paid to some staff where dial up services were insufficient, or officers had no home internet access for personal use.
- 1.4 Reimbursements have been paid to 22 members of staff for their home broadband.
- 1.5 These staff could claim up to £25 per month reimbursement, meaning a total cost to the council of up to £6,600 per year.

2.0 CMT Decision

- 2.1 In the past few years home broadband has replaced dial up as the standard home internet service. Statistics show that 95% of households in the East Midlands who have access to the internet now connect via Broadband.
- 2.2 After consideration and following consultation at X-change, CMT made the decision that it was no longer appropriate to continue to pay the allowance.
- 2.3 With effect from 1 April 2011 broadband reimbursement will no longer be paid to any members of staff.
- 2.4 Affected members of staff have been consulted with individually in order to remove this benefit.

3.0 Legal Challenges

- 3.1 No legal challenges are anticipated.

4.0 Risk management

- 4.1 There are no significant risks arising from this issue.

5.0 Financial Management

- 5.1 This decision will make a saving of up to £6,600 per year.

6.0 Recommendation

- 6.1 This report is provided for information only, therefore no recommendation or decision is needed.

Legal	Power: Local Government Act 1972 - section 111				
	Other considerations:				
Background Papers:					
Person Originating Report: Tricia Orr, HR Advisor					
Date: 23 February 2011					
CFO		MO		CX	

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