

WSSC members' Travel and mileage survey

The cost-of-living crisis is hitting UNISON members at West Sussex County Council hard. The NJC pay award for 2022-23 was sub-inflation for nearly all staff and there was no nationally agreed increase in mileage rates. [It is important to note also that the NJC Pay Claim for 2023-24 does not include a claim on mileage: this is left to local authorities to negotiate with their respective trade union branches.]

Due to an increasing number of UNISON members contacting the branch office concerned with their ability to continue to use their private car for council business due to the cost of petrol, the UNISON West Sussex branch entered negotiations with the Council for an uplift to NJC mileage rates in early 2022.

The Council agreed to a temporary increase to the NJC mileage rate it uses from 46.9 pence to 58.7 pence per mile in response to cost of living pressures. This became payable to staff for whom NJC mileage rates apply from 1 July 2022 and it was agreed it would be kept under review for affordability in discussion with UNISON. West Sussex was one of the first local authorities to act in this regard and is to be congratulated for that. UNISON ensured that its members were aware of this. Brighton & Hove followed suit shortly after, raising rates to 65 pence per mile.

UNISON notes the following with regard to current petrol prices. All figures quoted below are AA Southeast figures for unleaded petrol, per litre.

150.7p Jan 2023

167.7p May 2022 (Figure used at point of agreement to increase mileage rate)

129.6p May 2021

108.1p May 2020

As can be seen, petrol prices are still very high. SE prices have fallen since the increase was agreed to be implemented, but only by 10%. Prices are currently higher than they were in 2021 (by 16%) and significantly higher than they were in 2020 (by 33%).

UNISON decided to survey its members for their views on mileage and travel to aid the evidence base for ELT when deciding whether to extend the increased rate for a further period. The results are set out below.

We will state at this stage that UNISON believes the council should extend the rate increase and that the price of petrol and evidence below from UNISON members warrants that decision. We ask therefore that ELT does extend the current rate for 2023-24.

Where staff use their private cars for council business, the mileage rate is very important to them. The mileage rate has totemic importance (not dissimilar to perceptions around parking availability) and any withdrawal of the temporary rate will not only be badly received and hit morale but is likely to bring forward decisions for staff to retire early, change career, or move to different employers.

UNISON shared the questions for this survey in advance with the Directors of HR & OD and Adults' Services and took their feedback into account, adding some questions.

The survey was only aimed at UNISON members, so we believe all the responses below are from UNISON members. Previous surveys UNISON has completed which

have been explicitly targeted at non-members as well as members have always shown no statistical difference in answers between UNISON members and non-members when filtering is applied.

UNISON would point out that smarter working has enabled the council to save large sums of money from divestment of buildings and their under-utilisation (e.g. costs of paper, printing, etc). The council continues to save large sums and recently has embarked on a project at County Hall to mothball Northleigh and The Grange and is receiving income from its lease arrangement with RSPCA for Parkside in Horsham. Staff will consider that maintaining the mileage rate at 58.7 pence will cost only a fraction of these savings.

We intend to share this report with members.

Questions asked:



1. Are you employed by WSCC?
2. What directorate do you work in?
3. How often do you drive and incur mileage expenses in the normal course of your work for WSCC?
4. How many miles do you complete each month on average whilst working for WSCC?
5. Are you aware of the council's temporary increase in the mileage rate from 46.9 pence to 58.7 pence?
6. How much of a positive difference does the increase in mileage rate make to you overall?
7. Does the increase in mileage rate make you...? (continue to work for WSCC / recommend WSCC / continue to use private car)
8. What are your perceptions of mileage rates in other local authority employers? Do you think they generally pay more or less than WSCC for their mileage rates?
9. How important is the mileage rate to you as part of your overall remuneration package at work?
10. Would losing the temporary uplift in mileage rate (reducing back from 58.7 to 46.9 pence) have an impact on whether or not you consider working for another local authority in 2023?
11. Are you aware that employees at WSCC are not required to use their private cars for business mileage and do so at their own discretion?
12. Are you aware that employees are able to rely instead, if they do not wish to use their personal cars for business mileage, on pool cars and public transport to conduct their business travel, and would not be responsible for any detrimental impact on productivity arising as a result?
13. Are you aware of the Triangular Travel method for working out mileage expenses incurred?
14. Do you use the Triangular Travel method for working out mileage expenses incurred?
15. Are you clear about what you are entitled to claim under the Triangular Travel policy?
16. Do you have any ideas for working more smartly to help reduce the council's carbon footprint?

314 members completed the survey.








Dan Sartin
Branch Secretary, 14th February 2023

Results.

Q1: 314 UNISON members completed the survey. 16 who were not employed by WSCC were filtered out at question 1.






1. Are you employed by WSCC?				
Answer Choices			Response Percent	Response Total
1	Yes		95.15%	314
2	No		4.85%	16
			answered	330
			skipped	0

Q2: CYPL and AS were perhaps unsurprisingly the biggest responders.

2. What directorate do you work in?				
Answer Choices			Response Percent	Response Total
1	Adults' Services		27.07%	85
2	Children's Young People and Learning		53.82%	169
3	Place Services		12.42%	39
4	Finance and Support		1.91%	6
5	HR & Organisational Development		1.91%	6
6	Law & Assurance		1.27%	4
7	Fire & Rescue		1.59%	5
			answered	314
			skipped	16








Q3: 54% of respondents used their private car 3, 4 or 5 days per week.

When we look at different directorates by filtering the results through the branch's Smart Survey package, we can see that this figure rises to 66% for CYPL.



3. How often do you drive and incur mileage expenses in the normal course of your work for WSCC?				
Answer Choices			Response Percent	Response Total
1	Every day		27.71%	87
2	3-4 days (or proportion thereof for part-time workers)		26.11%	82
3	1-2 days (or proportion thereof for part-time workers)		19.11%	60
4	Occasionally		20.06%	63
5	Never		7.01%	22
			answered	314
			skipped	16

Q4: 53% of respondents do more than 100 miles per calendar month.

30% do more than 200 miles per calendar month. This figure rises to 38% in CYPL.







4. How many miles do you complete each month on average whilst working for WSCC (i.e. number of claimable miles, not your usual journey to work base)?				
Answer Choices			Response Percent	Response Total
1	0-10		6.51%	19
2	20-30		10.96%	32
3	30-50		9.59%	28
4	50-100		19.52%	57
5	100-200		23.63%	69
6	200-300		17.12%	50
7	300+		12.67%	37
			answered	292
			skipped	38

Q5: The response below shows very high awareness of this temporary change to a term and condition, reflecting what we consider its 'totemic' status. Mileage matters to a large cohort of staff, and those staff are acutely conscious of the council's rate and its current status.

5. Are you aware of the council's temporary increase in the mileage rate from 46.9 pence to 58.7 pence?				
Answer Choices			Response Percent	Response Total
1	Yes		91.05%	285
2	No		8.95%	28
			answered	313
			skipped	17

Q6: 80% of respondents rate the increased rate as making a significant to large and meaningful impact on them.

This increased to 81% in AS and 86% in CYPL.

6. How much of a positive difference does the increase in mileage rate make to you overall? Give a score of 0-5, with 5 being a large and meaningful difference.				
Answer Choices			Response Percent	Response Total
1	0		6.05%	19
2	1		3.50%	11
3	2		1.59%	5
4	3		8.60%	27
5	4		18.15%	57
6	5		62.10%	195
			answered	314
			skipped	16

Q7: 93% said the increase made them more likely to stay and work for WSCC. This is exceptionally high. The council should consider mileage a significant positive factor in staff retention which far outweighs its actual cost.



This increased further to 97% in Place. In CYPL it was 94%. In AS, 88%.

There were similarly very positive responses to the mileage rate in terms of how it made members likely to recommend WSCC as a place to work and continue to use their private care for WSCC business.






7. Does the increase in mileage rate make you:			
Answer Choices	More likely	Less likely	Response Total
Likely to continue to work for WSCC?	92.73% 268	7.27% 21	289
Likely to recommend WSCC as an employer to friends and family?	87.54% 246	12.46% 35	281
Likely to continue to use your private car for business mileage?	88.40% 259	11.60% 34	293
		answered	300
		skipped	30

Q8: Interestingly, despite WSCC acting positively on mileage rates and being one of the first authorities to do so, there was a perception that other local authorities pay more for mileage than WSCC. It is suggested this could make WSCC vulnerable to staff being more susceptible to considering employment for other authorities, if they were to feel aggrieved at any change to or removal of the temporary rate.



WSCC should consider doing more to flag up the positive aspects of its overall terms and conditions packages, including mileage, and particularly to groups where it has taken positive steps to respond to retention problems.

8. What are your perceptions of mileage rates in other local authority employers? Do you think they generally pay more or less than WSCC for their mileage rates?				
Answer Choices			Response Percent	Response Total
1	More		60.35%	172
2	Less		39.65%	113
			answered	285
			skipped	45



Q9: 74% rated mileage as a significant or very important factor in their remuneration package. That increased to 83% in CYPL and 75% in AS. Where staff use their private cars for council business, the mileage rate is very important to staff.

9. How important is the mileage rate to you as part of your overall remuneration package at work? Please choose from 1-5 (where 1 is not important and 5 is very important).				
Answer Choices			Response Percent	Response Total
1	1		8.36%	26
2	2		5.14%	16
3	3		12.54%	39
4	4		21.22%	66
5	5		52.73%	164
			answered	311
			skipped	19



Q10: 55% of respondents said reverting to the previous rate would have a negative impact on their own retention. This increases to 65% in CYPL.

10. Would losing the temporary uplift in mileage rate (reducing back from 58.7 to 46.9 pence) have an impact on whether or not you consider working for another local authority in 2023?				
Answer Choices			Response Percent	Response Total
1	Yes		55.19%	170
2	No		44.81%	138
			answered	308
			skipped	22



Q11: 58% of respondents are aware that they use their own cars at their discretion to support the council's business objectives and are not obliged to use them.

11. Are you aware that employees at WSCC are not required to use their private cars for business mileage and do so at their own discretion?				
Answer Choices			Response Percent	Response Total
1	Yes		58.12%	179
2	No		41.88%	129
			answered	308
			skipped	22



Q12: 55% claimed awareness that they could rely solely on pool cars or public transport instead, if they chose to.

12. Are you aware that employees are able to rely instead, if they do not wish to use their personal cars for business mileage, on pool cars and public transport to conduct their business travel, and would not be responsible for any detrimental impact on productivity arising as a result?				
Answer Choices			Response Percent	Response Total
1	Yes		55.13%	172
2	No		44.87%	140
			answered	312
			skipped	18



Q13: 63% claimed awareness of Triangular Travel. If 37% of staff/UNISON members do not have awareness of Triangular Travel, this is a concern which should be rectified as it provides for more efficient, smarter working.

13. Are you aware of the Triangular Travel method for working out mileage expenses incurred?				
Answer Choices			Response Percent	Response Total
1	Yes		63.02%	196
2	No		36.98%	115
			answered	311
			skipped	19

Q14: Only 51% state they are using the Triangular Travel method for their claims. This confirms the need for the policy to be refreshed and publicised to staff: work that is currently underway between UNISON and HR.

14. Do you use the Triangular Travel method for working out mileage expenses incurred?				
Answer Choices			Response Percent	Response Total
1	Yes		50.81%	157
2	No		49.19%	152
			answered	309
			skipped	21

Q15: Only 46% of staff are clear on what they can claim, which is lower than those using the methodology to make their claims. This is a concern but can be rectified and work is underway to re-publicise the policy.

15. Are you clear about what you are entitled to claim under the Triangular Travel policy?				
Answer Choices			Response Percent	Response Total
1	Yes		45.83%	143
2	No		54.17%	169
			answered	312
			skipped	18

Q16: Members were asked for ideas on smarter working so as to support the environmental objectives of the council. 129 chose to leave feedback and a selection are below. We have removed duplicates, simple 'No's', and answers that reveal identity.

16. Do you have any ideas for working more smartly to help reduce the council's carbon footprint?				
Answer Choices			Response Percent	Response Total
1	Open-Ended Question		100.00%	129
	1	23/01/2023 14:06 PM ID: 209135265	More pool cars where social workers actually work. (Often if I need a pool car, I'm expected to collect from Chichester which defeats the object of using a pool car as I can't get there. I drive automatic and they told me there was only 1 available local to Horsham and that it was	

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		broken. I never had any further response to pool car requests)
5	23/01/2023 14:42 PM ID: 209139389	<p>We have reduced a lot of meetings and face to face contact since Covid 19. However there are customers, families and meetings that required face to face attendance.</p> <p>If the mileage rate were to reduce, i would stop offering to work with the out of county customers, as i would not be able to attend. I also do not travel by public transport, due to travel sickness.</p>
7	23/01/2023 14:51 PM ID: 209136591	my work requires driving to rural locations for animal health & welfare checks which are difficult to deliver virtually however an electric 4 wheel drive pool car would be good.
8	23/01/2023 15:02 PM ID: 209141694	This is more about reducing expense, work to be done to reduce the cost of parking when we attend training, for example paying to park at a public car park if county hall Chichester car park is full, it is not a good use of public money. Continue to use virtual meetings where appropriate. I think the 50/50 approach in our hub to office/home working works well and gets a good balance for individuals, the families we support and the council.
12	23/01/2023 15:34 PM ID: 209144763	The Triangular rule is now grossly unfair we have moved to smarter working. I live on the South Coast and previously travelled to my office in Horsham. Now I provide my own desk, power etc at home but do not get paid for a proportion of many journeys, even though I may not go to or use the office space in Horsham. WSCC need to get 'Smarter Working' actually 'working' and reduce unused office space. They also though need bring the vintage triangular rule into line with the new ways we now work and not penalise staff based on where they live. Theoretical office locations are now largely immaterial.
14	23/01/2023 16:14 PM ID: 209148666	<p>Lease cars for staff required to visit families homes and schools, other councils do this for staff.</p> <p>Petrol claim does not cover wear and tear and the extra cost of car insurance for business insurance and increase in petrol at fuel pumps and if your car is damaged on school premises you lose out on costs of repairs as expected to pay own cost initially due to insurance meaning you lose half of total cost of repairs.</p>

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15	23/01/2023 16:17 PM ID: 209149228	No we should be paid a rate for mileage that reflects the true cost to individuals so we are not out of pocket with the cost of running a car for business
21	23/01/2023 17:59 PM ID: 209158206	triangular travel policy is confusing - guidance is not clear
23	24/01/2023 08:23 AM ID: 209182585	Continue to make sensible and balanced decisions about which business meetings need to be held in person and keep under consideration the frequency of 'in person' meetings held , particularly with reference to out of county meetings and visits, to enable the council to keep their carbon footprint to an absolute minimum. Increase the way we work together with other local authorities to assist with meeting the business needs of the council's service in those areas to reduce West Sussex staff travelling country wide.
24	24/01/2023 08:42 AM ID: 209184023	<p>The Council could provide pool cycles (including Ebikes and cargo bikes) for those distances that would be cyclable. These would cost less than purchasing a vehicle initially and going forward.</p> <p>Not only would this have a positive impact on the councils carbon footprint but would have a positive impact on peoples health and wellbeing as well as the financial savings it would lead to.</p>
25	24/01/2023 09:35 AM ID: 209189566	<p>Better bus services across rural locations around the county.</p> <p>Reduced staff rate/free bus use for employees who have to use buses for visits, bus fares subsidiaries.</p> <p>More pool cars</p>
27	24/01/2023 18:48 PM ID: 209249781	More support to workers to purchase electric cars and/or to have electric charging points installed at home.
29	24/01/2023 23:38 PM ID: 209266143	<p>No, i don't have any ideas on reducing the carbon footprint.</p> <p>I do feel the mileage has not changed for many many years and cost of living has increased including a big price in petrol and the price in car wear and tear. MOT's, TAX, tire's etc</p> <p>Using a pool car is not convenient, as it would add additional time in the working day to travel to get the car and return it and we have long enough days as it is. It would also not be a comfortable car to travel in when doing long distances as the ones i have seen are all very small cars.</p> <p>The triangle method of working out travel is too confusing</p>

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		and it makes me feel we loose out financially, when we are doing a service for the Local Authority - They gain massively, by us using our own cars!
30	25/01/2023 16:13 PM ID: 209321752	No but working from home before and after visits helps reduce my carbon footprint by avoiding an unnecessary journey into the office first.
33	31/01/2023 11:00 AM ID: 209695517	Pool cars and public transport are not viable in this job role. I have to use my own car. The mileage is a huge issue as its wear and tear on my car too. The uplift has made a big difference however it could be increased as fuel costs are not going down and also the cost of repairs has increased.
35	31/01/2023 11:07 AM ID: 209696456	Just wanted to make the comment that I have been using the train (booking through the travel portal) where I can & that has made a massive difference but I travel to different offices so that works for me. A lot of my colleagues are seeing young people in the community so need to be able to use a car to see them.
36	31/01/2023 11:07 AM ID: 209696450	I think that where people can they should try to use public transport, however this is difficult in a rural county. I have no choice but to drive as I live in Brighton, my base is Horsham and as I social worker with older adults I travel around the county. If I am not sufficiently renumerated I will consider moving to being a social worker in Brighton and Hove.
37	31/01/2023 11:15 AM ID: 209697456	Allocations to be within smaller areas and social workers allocated to these areas so that they are travelling less in-between visits. This would also be more time efficient and help to reduce the council's carbon footprint.
38	31/01/2023 11:18 AM ID: 209697836	More to be completed over the telephone
42	31/01/2023 11:44 AM ID: 209700780	Electric charging points at all offices, free travel for staff
46	31/01/2023 12:24 PM ID: 209702685	Yes, I have worked at home in a smart way since Lockdown. I have developed ways to reduce my mileage and only go out to visit customers when required, i.e when concerned about their wellbeing, or unable to ascertain the full picture using remote means, such as via emails and pictures of areas needing equipment/adaptation (I'm an OT Assistant). This has meant less unnecessary miles travelled on the road, only using my car when required, I don't use pool cars as i

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		<p>have to get to Durban to collect it. I am able to mainly work from home. This is massively better for my mental health and wellbeing, I can get through more cases this way than when i had to travel the 30 miles+ round trip to Durban daily to do what i do at home. This benefits me as i pay less on fuel which like everything shoots up in price. It has helped a lot as my pay has not risen in line with cost of living in like forever. It also means i am able to work in a quiet, relaxing environment where i can be more productive. It also means when i log off i can see my kids straight away which is priceless.</p>
52	<p>31/01/2023 15:13 PM ID: 209734203</p>	<p>Stop posting payslips out each month - we can view these online now</p>
55	<p>01/02/2023 09:26 AM ID: 209814426</p>	<p>More electric cars available there are not enough pool cars and they often get booked out essential car user allowance for CSC staff (who in reality could not do their jobs without cars) Perhaps we should all state that we will only use public transport; workloads would have to reduce to accommodate the extra time needed so they would need many many more staff. Maybe this would incentivise the LA to reimburse staff fairly for their fuel</p>
56	<p>01/02/2023 09:45 AM ID: 209819028</p>	<p>subsidise train travel</p>
57	<p>01/02/2023 09:51 AM ID: 209819835</p>	<p>fewer meetings in person incurring travel Better use of technology for meetings/training in this Allocation of work to social workers with travel being a factor ie teams with a clear geographical area</p>
64	<p>01/02/2023 09:57 AM ID: 209819590</p>	<p>Reduce the intervals between team meetings/corporate meetings and then intersperse virtual meetings among the face to face ones.</p> <p>Face to face meetings could be held in areas with good county wide public transport links, rather than ad hoc rural community halls.</p> <p>Solar panels could be fitted on all public buildings and if feasible (within fire regulations) on South facing vertical walls. Battery storage too, to aid charging of electric vehicles across the weekends.</p> <p>LED lighting throughout buildings.</p> <p>Timer switches on the hot drinks boilers, to ensure shut</p>

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		<p>off off peak times, but then ready for the work day. [Kent CC have done this for years].</p> <p>Use of mixer taps on all wash hand basins and an in-line Prestex style manual push button flush on urinals, doing away with electronic flow control and communal high level cistern/maintenance.</p>
65	01/02/2023 10:01 AM ID: 209821286	more pool cars to be available, particularly eco friendly vehicles, to promote car share availability
66	01/02/2023 10:02 AM ID: 209821670	Within Childrens social care, smarter allocation and delegation of work. I regularly travel from my office base in Worthing up to Horsham.
67	01/02/2023 10:06 AM ID: 209820499	There should be more opportunities for staff to change their 'office base' to either their home address or nearest office, so that they can claim to help cover costs - a lot of us have moved since COVID / cost of living. More pool cars should be offered and easier to get access too (they often get booked out quickly / extra process to go through). More actually affordable schemes for WSCC employees to either by or get a more fuel efficient or eco-friendly cars. Car charging points at offices. The cycling scheme is not suitable for staff that do case work or have to respond to urgent instances. At the moment, the fuel increase really doesn't help much for fuel costs and general run down of my car / insurance etc. Solar panels on offices? Solar panel schemes for staff? A way for staff to claim electric / bills if working from home? I feel like at the moment, WSCC have reduced their carbon footprint by shifting the expense onto staff.
68	01/02/2023 10:10 AM ID: 209822991	Stop placing our children all over the country and SWs would have to claim less mileage
71	01/02/2023 10:22 AM ID: 209824738	Better spread of where the pool cars are. not enough availability at durban house so end up using my own car more. driving to chichester takes too much time out of the day to collect a pool car. There always seems to be lots of pool cars at chichester that are not used. maybe even another pool car point ie. drayton depot of clapham depot? for easier access
73	01/02/2023 11:00 AM ID: 209829968	Hugely better transport infrastructure eg roads fit for driving on, alternative routes for closed A27 etc, quick bus transport between Chichester and other parts of WSCC (especially as rail links can be poor and there is no direct train between Worthing and Crawley and Worthing and Horsham.

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		<p>Smarter working with IT is limited for services that provide direct services to customers visiting WSCC buildings - not all staff have access to personal IT such as laptops, mobile 'phones.</p> <p>Heating and ventilation systems are dated and double/triple glazing is on few WSCC buildings.</p>
76	01/02/2023 11:16 AM ID: 209833502	<p>I do back to back visits trying to do all the crawley ones on one day, and then go from there to my next visit in Kent.</p> <p>Its exhausting. but it saves on mileage.</p>
78	01/02/2023 11:45 AM ID: 209837010	<p>Perception is that using the train rather than a car would be better for carbon but seems that train is more expensive. i wonder if the council could buy or partially pay for rail cards that reduce the cost of colleagues travelling together or separately on business travel, and also encourage train commutes to work as a result, given that most people work from home now so have probably given up annual rail tickets but still come to the office once or twice a week in a car now.</p>
84	01/02/2023 14:47 PM ID: 209871110	<p>I would use a pool car however it is complex to book and when I am driving out of County I may not want to return to the office after my visit as if it is past 5pm I choose to travel home . thereofre I use my own car for flexibility .</p> <p>I have a hybrid car and could charge at work, if I had an external 13 amp socket. I have requested this on a numerous occasions however this has never been provided and cannot be provided. this would reduce my carbon footprint if I could do this and I am sure the same applies to other colleagues .</p> <p>West Sussex pool cars are not electric cars - they could/should be</p>
85	01/02/2023 14:51 PM ID: 209872135	<p>Ensuring all lights are turned off in buildings when not in use</p> <p>Not using plasma screens to share information - I am not aware that there is evidence that this is effective at sharing information.</p> <p>Making sure all buildings are heated to 18 degrees - which is what we are advised to heat our homes to.</p> <p>Ensure meetings as far as possible are held on teams unless this is direct work with families children and young people.</p>

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88	01/02/2023 16:07 PM ID: 209891549	<p>I work 3 days a week and used to go to my work place, prior to COVID, 1 day a week. This was regarded as satisfactory by my Managers. i As the journey from home to work and back is just over 100 miles, this seems sensible.</p> <p>It is my view that arrangements like this should continue for both efficiency and environmental reasons.</p>
94	02/02/2023 00:05 AM ID: 209942913	A cost calculator for using car vs public transport on The Point
96	02/02/2023 16:04 PM ID: 210033089	My mileage claims vary every month. I also drive into the office regularly at my own expense to pick up equipment and the pool car. As we are expected to work from home more and more, i think we should be able to claim mileage from home as often people who live further away from office wont come to the office and therefore when need to collect the pool car or collect equipment etc.. its always left to the few of us that live closer to do this. If we actually paid a reasonable wage then what we get back in mileage would not be so significant.
97	02/02/2023 19:22 PM ID: 210060410	Incentives for walking or cycling instead of using the car for short trips
99	06/02/2023 10:27 AM ID: 210314755	Policy for for train travel to come out of pay pre-tax seems to only apply for full season ticket travel. Would be better if this could cover flexi-tickets (8 journeys per 4 weeks) to better reflect current working practices post-Covid. This would encourage more people to take the train as it's less of an outlay than a full season ticket.
103	06/02/2023 10:37 AM ID: 210315935	<p>As a non-driver this survey is not directly relevant to me (nor to my team who are largely working from home or office based). As a team we adapted very quickly through Covid to finding a smarter way to work, embracing the new IT put in place to ensure that we could maintain a full service delivery remotely.</p> <p>We will continue to use this technology keeping face to face ,meetings to a minimum.</p>
106	06/02/2023 10:43 AM ID: 210316918	I would not use the pool cars - they are in inconvenient places and are always filthy and never have any petrol.
109	06/02/2023 11:01 AM ID: 210318996	Pool cars are a good idea but the adminstration is too cumbersome and they are parked too far away - it these can be looked into, more people would use these better

16. Do you have any ideas for working more smartly to help reduce the council's carbon footprint?

110	06/02/2023 11:08 AM ID: 210319039	I'm not sure whether there are equivalent U7 services are offered in other parts of the county, if no, this would be helpful, as the U7 covers a range of areas in Bognor and Chichester and is free to use.	
112	06/02/2023 11:30 AM ID: 210322623	Having more local buildings to work from	
113	06/02/2023 11:38 AM ID: 210323763	Reduce expectation for team meetings to be held within office bases, and allow them to be virtual.	
114	06/02/2023 11:41 AM ID: 210323863	They do not supply pool cars and expectation to drive your own car is not acceptable. They have not got enough pool cars, the mileage rate does not cover wear and tear on your car! We should be classed as essential drivers considering the expectations of us driving to the families property and court!	
115	06/02/2023 11:50 AM ID: 210323390	instead of helping those who have cars - expand the travel scheme to include public transport where necessary	
116	06/02/2023 11:54 AM ID: 210325921	Have electric bikes at the different bases that can be used by staff	
123	06/02/2023 21:19 PM ID: 210397788	There are options to lease vehicles at a reduced rate however the prices do not match other public services such as the NHS so perhaps this needs to be reviewed. It costs the same to lease/finance from a dealer.	
129	08/02/2023 08:05 AM ID: 210591525	Allocated work to be in the area near to where the employee lives rather than across county	
		answered	129
		skipped	201

/ENDS