

Policy

Working from Abroad

Policy Statement

- The Council is committed to working in new and different ways to maximise its performance and attract talent.
- We trust our staff to deliver excellent services to customers in an agile and flexible way.
- We uphold our ICARE values and behaviours.

Scope

This policy applies to all Council employees except:

- Those employed in schools
- Those employed under the JNC for Chief Executives and the JNC for Chief Officers Conditions of Service (Note: In the absence of corresponding provisions in those JNC Conditions of Service, the provisions within this policy may be applied in whole or in part)

Principles

The principles that articulate the Council's approach are:

- The extent to which an application to work from abroad can be approved will depend on the role, therefore some roles will not be eligible.
- Applications to work from abroad will be for a defined period of no more than 3 months.
- While working from abroad staff will continue to be employed on their existing contracts.
- Staff must ensure the safety of devices and confidentiality when accessing information on the Council's IT network.

Resources

Further resources are on the [workforce working arrangements](#) page under:

- Working from abroad guidance
- Working from abroad IT guidance

Effective date	Review date	Owner	Approved by
14.12.22	December 2024	HR&OD	Cabinet: 09.11.22