

Members' Briefing

REVENUE & CUSTOMS GROUP

To: **All Members in Glasgow and East Kilbride**

cc: **Branch Secretaries, Group Executive Committee, Equality Chairs, VOAC** (for info)

Can this Briefing be circulated via HMRC IT systems: **YES**

Website: **YES**

Action to be taken: **For the attention of all members in Glasgow and East Kilbride**

Date: **25 February 2022**

Ref: **R&C/MB/008/22**

East Kilbride – CCG Communication to Staff

- Customer Compliance Group (CCG) reviewing its location strategy in light of the welcome decision to retain East Kilbride as a long-term location.
 - *PCS address concerns expressed by members in East Kilbride following of CCG briefing*
- *PCS have stated clearly to HMRC that agreements made with staff as a result of 1-2-1 migration discussions have to be honoured.*

Following the welcome announcement that HMRC will be retaining a long-term presence in East Kilbride, HMRC business areas have understandably been reviewing their location plans. Customer Compliance Group (CCG) have recently issued a briefing to their staff regarding this. This PCS briefing is being issued to address concerns the union have received.

CCG staff in East Kilbride who in light of the announcement would prefer to stay in that location have been asked to provide confirmation of this by email to HR Operations by 25 February. Concerns have been expressed by what appears to be an arbitrary deadline. The inference has also been given that if that confirmation is given, that decision cannot be revisited at a later date.

CCG have confirmed to PCS that the decision can be revisited at a later date, particularly if there is a change of circumstances relating to the member of staff or the arrangements for undertaking the work they do. It is also worth noting that although HMRC have now committed to remaining in East Kilbride long term, there is the possibility that HMRC may decide to relocate to an alternative site in the town.

In the event that CCG decide to consolidate their presence in Glasgow and withdraw from East Kilbride, impacted staff will have the option to migrate with their work to Glasgow if it is reasonable to move and as long as there is capacity to do so. The alternative option will be an alternative role in East Kilbride given that the jobs guarantee under Building our Future continues to apply. CCG say that they have communicated this to staff.

CCG Management do wish to hold open the possibility of some staff working 2 days a week in 1 Atlantic Square and 1 day in East Kilbride, presumably to fulfil the CCG expectation of its staff working in the office

3 days a week. PCS have said the CCG that we disagree with any suggestion that staff might have 2 permanent workplaces. Such a situation is undesirable. For one thing there are tax implications that arise from having more than one permanent workplace. The other reason is that some staff as a result of 1-2-1 migration discussions have agreed to travel beyond Reasonable Daily Travel to a Regional Centre on the basis that it is agreed that they are only required to attend the office for part of the working week.

PCS firmly believe that such agreements resulting from migration discussions have to continue to be honoured and cannot be overridden by the hybrid working provisions of Pay and Contract Reform. CCG senior management have sought a steer on this issue from HR Policy. They have advised that such agreements will continued to be honoured.

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