

# SALISBURY CITY COUNCIL

**Subject** : Staff Car Parking at Shopmobility  
**Committee** : Personnel Committee  
**Date** : 16 October 2023  
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## 1. Report Summary:

1.1. This report provides an update on staff parking at Shopmobility.

## 2. Background:

2.1. In the Personnel Committee meeting held 25 April 2023 the following resolutions were agreed:

*306.1 No staff are allowed to park at Shopmobility except when the service is closed, or for staff who are attending city centre locations from their own work base for work reasons only*

*306.2 The Chairman requested that the resolution is being implemented and monitored and that a report is brought back to the next meeting of this committee.*

2.2. Resolution 306.1 was implemented with effect from 1 May 2023 and the monitoring is shown below.

## 3. Monitoring:

3.1. After the changes to the staff parking arrangements, the following impacts have been noted:

3.1.1. a reported loss in morale and reports from a number of staff at feeling this decision was unfair and unnecessary.

3.1.2. the lack of parking has been mentioned as a factor for low potential referrals by staffing agencies with whom the Council are seeking staff.

3.1.3. an increase in anti-social behaviour witnessed in the car park.

3.1.4. there has been no increase in Shopmobility usage.

3.2. Car parking occupancy figures show that, using the mean to calculate staff parking usage, usual staff occupancy is from 0.5 – 1 per day for most weeks since 1 May 2023. This ranges from 0 – 5 staff at any one time. The staff parking are those who are not based at the Guildhall but need to attend at the Guildhall on council business.

3.3. Using the mean to calculate Shopmobility customer parking, usual occupancy is between 4.5 – 5.5. The range is from 0-14 at any one time.

3.4. The full figures as are available on request from the Clerk.

3.5. There are 25 spaces, 21 of which are wide spaces with 4 being smaller spaces (not suitable for those with access issues).

#### **4. Considerations:**

- 4.1. Due to impact on morale of workforce, combined with cost-of-living increase and attracting candidates for jobs in Council, the committee may wish to give further consideration given to use of Shopmobility car parking spaces for staff.
- 4.2. Any future car parking is agreed as a good will gesture and is kept under continual review and staff car parking would not be permitted in December, due to customer use increasing.

#### **5. Recommendations:**

It is recommended that the Committee:

- 5.1. Note the monitoring as shown above.
- 5.2. Agree any further recommendations arising from this.

#### **6. Wards Affected: All**

#### **7. Background papers: Nil**

#### **8. Implications:**

- 8.1. **Financial:** Nil in relation to this report.
- 8.2. **Legal:** Nil in relation to this report.
- 8.3. **Personnel:** As shown in the report.
- 8.4. **Environmental Impact:** Lack of parking may encourage alternative travel methods.
- 8.5. **Equalities Impact Statement:** Parking is provided for staff members with disabilities who are blue badge holders.