



HM Revenue
& Customs

Mr George Cross

By email: request-1007098-
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Date: 16 August 2023
Our ref: FOI2023/53778

Dear Mr Cross

Freedom of Information Act 2000 (FOIA)

Thank you for your request, which was received on 21 July, for the following information:

“Please disclose all records/information held confirming the following;

- a) total amount of employees within HMRC
- b) the total amount of employees within the HMRC who have a home working contract (an employee specifically not linked to an office or HMRC base location), this disclosure should be presented as a number and as a percentage
- c) any guidance/policies currently used by the HMRC to determine eligibility of an employee for a Home Working Contract”

Our response

The information requested is noted below

As of the 27 July 2023, there is a total of 67090 employees within HMRC.

All contractual home workers in HMRC have a HMRC office location in their contract as they may occasionally be asked to attend the office for things like team meetings, learning or Performance Development Conversations. Therefore, there are no employees who have a home working contract and not specifically linked to an office or HMRC base location.

When can you become a contractual homemaker

Requests for contractual homeworking can be considered:

- Where the manager has agreed contractual homeworking is a workplace adjustment to enable a disabled colleague to do their job where their complex needs can't be provided in an office.

If you need extra support, for example if you have a disability, a mental health condition, or do not speak English/Welsh, go to www.gov.uk and search for 'get help from HMRC'.
Text Relay service prefix number – 18001

OFFICIAL

- As redundancy avoidance, for example when an office is due to close, and it is not practical for colleagues to travel to the new office even with other flexibilities such as working at home around 2 days a week
- Where their role requires homeworking, for example field force officers
- As part of a statutory right to request flexible working

If you are not satisfied with our reply, you may request a review within 40 working days of receiving this letter by emailing informationrightsunit@hmrc.gov.uk or by writing to our address at the top.

If you are not content with the outcome of an internal review you can [complain to the Information Commissioner's Office](#).

Yours sincerely,

HM Revenue and Customs