

North East Derbyshire District Council

Cabinet

30 July 2014

Flexible Working

Report No: NB/08/14/AG of Councillor N Barker, Portfolio Holder with Responsibility for Human Resources, Training and Member Development

This report is public

Purpose of the Report

- To ask Cabinet to the changes to the Flexible Working Policy in line with proposed amendments to the Flexible Working Regulations which took effect from 30.6.14.

1 Report Details

- 1.1 With effect from 30 June 2014, the Government extended the right to request flexible working to all employees; removing the current statutory procedure for considering requests. Instead employers will have a duty to consider all requests in a reasonable manner; however, employers will still have the flexibility to refuse requests on business grounds.
- 1.2 This will mean that the right to request flexible working will be extended to cover all employees after 26 weeks' service, rather than only those with children under the age of 17 (or 18 if the child is disabled) and certain carers.
- 1.3 The Policy is in addition to existing arrangements at the Council in respect of policies relating to work/life balance, for example the flexitime scheme and carers' leave, and is solely based on the statutory provisions. Attached at Appendix 1 is the draft revised Policy.

2 Conclusions and Reasons for Recommendation

- 2.1 As the policy has always been based solely on existing legislation, and the proposed amendments reflect changes in that legislation, it is proposed that Cabinet approve the draft revised policy.

3 Consultation and Equality Impact

- 3.1 The draft revised policy was considered by Council Joint Consultative Group at its meeting on 25 June, and that Group agreed that it should be presented to Cabinet for approval.

4 Alternative Options and Reasons for Rejection

- 4.1 None arising directly from this report.

5 Implications

5.1 Finance and Risk Implications

None arising directly from this report.

5.2 Legal Implications including Data Protection

None other than those mentioned as part of the report.

5.3 Human Resources Implications

None arising directly from this report.

6 Recommendations

- 6.1 That Cabinet approve the revised Policy on Flexible Working for adoption at the Council.

7 Decision Information

Is the decision a Key Decision? (A Key Decision is one which results in income or expenditure to the Council of £50,000 or more or which has a significant impact on two or more District wards)	N/A
District Wards Affected	N/A
Links to Corporate Plan priorities or Policy Framework	

8 Document Information

Appendix No	Title
Appendix 1	Flexible Working Arrangements

Background Papers (These are unpublished works which have been relied on to a material extent when preparing the report. They must be listed in the section below. If the report is going to Cabinet (NEDDC) or Executive (BDC) you must provide copies of the background papers)	
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AGIN 4 (CAB0730) Flexible Working/CLS