

Flexible Working

Since April 2003, employees with children under the age of 6 or parents of disabled children up to the age of 18 have had the right to request flexible working if they satisfy various criteria which include:

- That the Employee has worked for the employer for 26 weeks continuously at the date the application is made;
- The right to request flexible working applies to those employees who have or expect to have responsibility for the upbringing of the child and the reason for making the application is to enable them to care for the child.
- They have not made another application to work flexibly in respect of the right during the past 12 months.
- If the request is granted, it will represent a permanent change to the Employee's terms and conditions unless otherwise agreed.

There are important provisions within the Work and Families Act 2006 in relation to flexible working provisions:

- From 6 April 2007 the right to request flexible working will be extended to employees with caring responsibilities for adults.
- The definition of a Carer will be:
an employee who is or expects to be caring for an adult who:
 - Is married to, or the partner or civil partner of the employee; or
 - Is a near relative of the employee or
 - Falls into neither category but lives at the same address of the employee.

The near relative definition includes parents, parent in law, adult child, adopted adult child, siblings (including those who are in laws) uncles, aunts or grandparents and step relatives.