



CIRCLE OF PEERS

FLEXIBLE WORKING

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And before we begin.....the ultimate in flexible working.....

<http://www.bbc.co.uk/news/business-29356627>

Virgin's Richard Branson offers staff unlimited holiday

The boss of Virgin Group, Sir Richard Branson, is offering his personal staff as much holiday as they want.

On his website, he said that his staff of 170 could "take off whenever they want for as long as they want".

He added that there was no need to ask for approval, nor say when they planned to return, the assumption being that the absence would not damage the firm.

FLEXIBLE WORKING

Overview

- Flexible working: the new regime
- Shared parental leave:
- Ante- natal appointments
- Reservists and governors

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The new Regulations

- 30 June 2014
- No longer limited to parents and carers
- No statutory application process
- 3 months to deal with requests

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The new regulations

- No statutory procedure but employer must be “reasonable”
- What about trial periods?
- Dealing with conflicting requests

SHARED PARENTAL LEAVE AND PAY

- Babies due/ children adopted on or after 5 April 2015
- First requests by January 2015
- Replace Additional Paternity Leave and Pay
- Maternity /Adoption leave ends early
- Can be taken in 3 blocks
- Can be taken separately or at same time
- Must be taken within one year of birth or adoption

SHARED PARENTAL LEAVE AND PAY

Some key questions:

- Is your policy in place now?
- Can your administrative systems cope?
- How will your managers deal with requests?
- Should you enhance ShPP?

ANTE NATAL APPOINTMENT

A new right for fathers/partners

- Accompany mother/adopter to ante natal /pre-adoption appointments
- One or two appointments
- Up to 6.5 hours per appointment

RESERVISTS and GOVERNORS

- Reserve armed forces to increase to 30,000 by 2020
 - Dismissing a reservist can be a criminal offence
 - From 1/10/14 no qualifying period for UD claims
 - Training and mobilisation
- Academy governors
 - 52% of secondary schools and 9% of primary Schools in England
 - Time off for public duty?

FLEXIBLE WORKING

The art of combining:

- Employee rights and aspirations
- Business needs
- The greater good