



FULL COUNCIL REPORT

Date Written	2 nd April 2024 **
Report Author	Beverley Taylor
Service Area	Human Resources & Organisational Development
Exempt/Non Exempt	Non-Exempt
Committee Date	17 th April 2024

FLEXIBLE WORKING POLICY

1.0 SUMMARY OF THE REPORT

1.1 The purpose of this report is to seek Council's approval for the amended changes to the Flexible Working Policy (Appendix 1).

2.0 RECOMMENDATION(S) that

2.1 The changes to the flexible working policy detailed at paragraph 3.3 be approved.

3.0 INTRODUCTION AND BACKGROUND

3.1 Merthyr Tydfil County Borough Council recognises that a better work-life balance can improve employee motivation, performance and productivity and reduce stress. Therefore, the Council wants to support its employees achieve a better balance between work and their other priorities, such as caring responsibilities, further learning and other interests.

3.2 The Council is committed to agreeing any flexible working arrangements provided that the needs and objectives of both the Council and the employee can be met.

3.3 There has been legislative changes that will require amendments to the Council's Flexible Working Policy. Under the Employment Relations (Flexible Working) Act 2023, from the 6th April 2024, the right to make a flexible working application has become a **day one right**. The number of statutory flexible working requests that an employee can make during a 12 month period has increased from one to two

although an employee may still make additional requests without the statutory right. A request can no longer be rejected without the employer first meeting with the employee and the employer will now have only two months to consider and decide the outcome.

3.4 The eight statutory grounds for rejecting a flexible working request remain unchanged.

4.0 FINANCIAL IMPLICATION(S)

4.1 None.

5.0 INTEGRATED IMPACT ASSESSMENT

	Positive Impacts	Negative Impacts	Neutral/Not Applicable	
1. Merthyr Tydfil Well-being Objectives	0 of 4	0 of 4	4 of 4	
2. Sustainable Development Principles - How have you considered the five ways of working? <ul style="list-style-type: none"> • Long term • Prevention • Integration • Collaboration • Involvement 	5 of 5	0 of 5	0 of 5	
3. Protected Characteristics (including Welsh Language)	0 of 10	0 of 10	10 of 10	
4. Socio-economic Disadvantage	0 of 6	0 of 6	6 of 6	
5. Consultation and Engagement	Undertaken	Due to be Undertaken	Not Required	
	0 of 1	0 of 1	1 of 1	
6. Data and Evidence to inform the proposal	Yes		No	
	1 of 1		0 of 1	
7. Biodiversity and the resilience of Ecosystems	Maintained	Enhanced	Reduced	Neutral/Not Applicable
	0 of 1	0 of 1	0 of 1	1 of 1
Summary				
The main positive impacts are:	To provide clear guidance to both managers and staff on how to deal with flexible working requests.			
The main negative impacts are:	No negative impacts identified.			

**ELLIS COOPER
CHIEF EXECUTIVE**

**COUNCILLOR ANDREW BARRY
CABINET MEMBER FOR GOVERNANCE
AND CORPORATE SERVICES**

BACKGROUND PAPERS		
Title of Document(s)	Document(s) Date	Document Location
Flexible Working Policy		
Does the report contain any issue that may impact the Council's Constitution?		No

Consultation has been undertaken with the Corporate Management Team in respect of each proposal(s) and recommendation(s) set out in this report.