

DUNBARTONSHIRE AND ARGYLL & BUTE VALUATION JOINT BOARD

Report by Assessor & Electoral Registration Officer

Valuation Joint Board – 21 November 2014

Subject: Personnel Policy – Right to Request Flexible Working

1.0 Purpose

- 1.1 To seek members approval of a new 'Right to Request Flexible Working Policy'.

2.0 Background

- 2.1 At its meeting on 12th June 2009 the Valuation Joint Board approved a 'Right to Request Flexible Working for Parents and Carers Policy'.
- 2.2 In line with legislation of the time, the policy provided a right to request Flexible Working to employees with care requirements for young children or elderly or disabled dependants.
- 2.3 The Valuation Joint Board generally aligns its Personnel Policies with those of West Dunbartonshire Council (WDC).

3.0 Progress

- 3.1 The introduction of The Children and Families Act 2014 extended the statutory right to be able to make an application for Flexible Working to all employees with a minimum of 26 weeks continuous service.
- 3.2 A revised Draft 'Right to Request Flexible Working' Policy which reflects that new requirement is attached for Members' consideration.
- 3.3 The revised draft is broadly in line with the similar policy which was approved by West Dunbartonshire Council in August 2014.
- 3.4 The revised policy has been reviewed by the relevant trade union and no objection has been made.
- 3.5 Further, the revised policy has been Equality Impact Assessed and a copy is attached for Members' information.

4.0 Recommendations

4.1 The Valuation Joint Board is asked to:

- (a) Approve the 'Right to Request Flexible Working' Policy.

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