

Resource

Negotiating Flexible Working

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Resource

Context for flexibility



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Legal position

- Employment Rights Act 1996
- Statutory right to request flexibility for all employees after 26 weeks continuous employment
- Request must be considered within 3 months
- May only be refused if adversely affects business; falling within stated 'business reasons' to turn down request

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How and when to ask

- Research & preparation
 - Organisation's track record/policies/gender pay gap/website
 - Questions to consider
 - Location
 - Set up at home, support required
 - Impact on colleagues
 - Solutions not problems – how to minimise disruptions
 - Business case for flexibility



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Your business case for flexibility

- Skills & experience at reduced budget
- Improved decision making
- Decreased business overheads
- Increased financial returns



Talent
Attraction



Retention and
Motivation



Skills optimisation
and Progression



Inclusion and
Diversity



Productivity

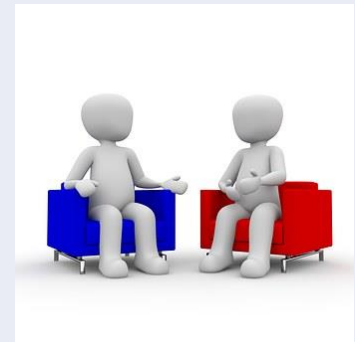


Business Costs

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How and when to ask

- Application - focus on your skills and experience, tailored to each role
- Interview – wait til late stages. Lead with questions
- Offer – max negotiating power



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How to progress & work flexibly

- Stay ambitious
- Get clear on targets
- Don't apologise
- Demonstrate your success
- Don't fall under the radar



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Thank you