

24 July 2023

# Weekly Blog

By: Robyn Smith



## Flexible Working changes - one step closer

Another week is here- meaning another blooming awesome blog from the Precept team (yes we do like to toot our own horns here).

So, we are another week into July, August is literally around the corner and I don't know about you but I honestly have no clue whatsoever where the time has gone. As you have probably sussed out from my most recent blogs - my mind, soul, household, life etc has been taken over by all things baby...things we need for baby, baby's room, future thoughts about nursery, childcare, finances etc. My brain at this point is just ... baby.

In all of this, as a lot of parents or parents to be will know, a lot of this revolves around the HUGE list of things that you need to get in readiness for baby to arrive. They are the smallest little things yet need the biggest amount of stuff. Anyways, during our frantic prep of really drilling down into what we ACTUALLY need for little munchkin we made a few realisations:

1. 0-3 months on babygrows does not mean that it will cover them from being born to 3 months. You actually need to buy- newborn, maybe tiny baby annnd 0-3 months!
2. Baby vests are not like the vests you picture men to wear under their shirts - those that are like a little top with stringy arms. NOOOOO - they are actually called body suits. Like whhattttt?
3. If you want to put baby into a nursery to help with childcare etc, you don't wait until they are here to look at them leisurely when you are ready to start this journey, nope! You need to look at nurseries whilst you are pregnant because they get booked up well in advance.
4. Babies need to wear like 1.2 million layers
5. You need to buy sleeping bags for them of varying togs.

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6. You might be able to use water wipes when changing them, but maybe not, and might instead need to use cotton wool for a certain period of time.

7. That a lot of people say - make sure you're getting a lot of sleep in because you won't when they are here. Like we can bank it and save it for when we are having a particularly rough time of it.

8. Oh, and that being pregnant is like a beacon for strangers to put their hands on bump at any and all times!

Now, there are probably a lot more things I could add to the above. But these are my most pressing realisations, of which I am hoping a lot of you will be able to relate to...or it could very much just be me haha.

Anyways, enough of the above. Let's get into some actual law shall we.

Well, if you have been at any of our events recently or seen any of our weekly blogs you will have seen that we have been keeping a close eye on the anticipated new laws for flexible working.

Well, we can FINALLY tell you that the Employment Relations (Flexible Working) Bill received Royal Assent on the 20 July 2023 aka King using one of his fancy pens to confirm that the act will become law).

As a quick recap, the above changes will essentially mean:

- The right to make a flexible working request would become a one day right (currently employees need at least 26 weeks' service before they can make a request).
- Employers will be formally required to consult with their employee when they intend to decline the request (currently that is advisable, but it's not formally or legally required).

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- Employees will be allowed to make two flexible working requests in any 12-month period (as opposed to the one request they can make at the minute).
- Employees will no longer be required to detail the effects that their flexible working request would have on the employer. They also won't be required to provide solutions to any problems that arise.
- The time for an employer to make a decision will be reduced from three to two months (although it will remain open for the parties to agree a longer period).

So, when will this come into force I hear your say? Well, as usual it is a long while off yet. It is expected that this will come into force in approximately 1 years' time.

Now although, this does seem like quite a way off, the time will creep up fast. So, make sure you have all your ducks in a row and are prepared ahead of the game.

We will of course be sure to keep you all up to date buuuuuttt to be extra on it, why not sign up to our VIP list in order to make sure you're in the loop before anyone else?! You know you want to!

Speak soon 😊