



May 2014



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Employment Law Update

30th June 2014 - Changes to the Right to Request Flexible Working

As of the 30th June 2014 there will be changes made to the Right to Request Flexible Working Regulations. These changes will extend the right to request flexible working to all employees with 26 weeks' continual service, whereas previously this right was only extended to parents of children aged 17 or under (18 where the child is disabled) or certain carers. Employers will be duty bound to reasonably consider all requests and will only be allowed to refuse requests where this can be supported by business needs.

Date TBC – Free Occupational Health Assistance

No date has yet been announced for the forthcoming change – we will update you on the implementation date in due course.

The Health and Work Service will be introduced (date to be confirmed) offering free occupational health assistance to employees, employers and GPs. This assistance will include an independence assessment of employees who have been absent from work for four or more weeks. This service will aim to provide advice for employers, employees and GPs throughout the absence management process. For a minority of employees with complex needs who require ongoing support to enable their return to work, a case management facility will also be offered. It is anticipated that new trials of this service will commence in October of this year.

For clarification of any of the above updates or for advice and guidance on any HR and/or Health and Safety Concerns contact us by emailing hradvice@hasslefreehr.co.uk or by calling 02476 664092.

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