



2015 CHAPTER 1

PART 4

OTHER EMPLOYMENT RIGHTS: MISCELLANEOUS

**Flexible working: removal of requirement to be a carer**

**19.—**(1) Article 112F of the Employment Rights Order is amended as follows.

(2) In paragraph (1) (conditions for exercising right to request flexible working)—

- (a) omit the word “and” following sub-paragraph (a),
- (b) omit sub-paragraph (b) (condition that employee’s purpose be to enable caring for a child or adult).

(3) In paragraph (2)—

- (a) after sub-paragraph (b) insert “and”,
- (b) omit the word “and” following sub-paragraph (c),
- (c) omit sub-paragraph (d) (application to explain how employee meets conditions as to relationship mentioned in paragraph (1)(b)).

(4) Omit paragraph (9) (definitions for paragraphs (1)(b) and (2)(d)).