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## EXPLANATORY NOTE

*(This note is not part of the Regulations)*

These Regulations amend the Flexible Working (Eligibility, Complaints and Remedies) Regulations 2002. The amendment widens one of the conditions under which employees (under section 80F of the Employment Rights Act 1996) may request a contract variation. The condition which is amended relates to the purpose for which the request is made. Before the coming into force of these Regulations the condition requires the purpose of the request to be for the employee to care for a child under 17 or, if disabled, under 18. Following the coming into force of these Regulations this is changed to the child being under 18.

An impact assessment of the effect that this instrument will have on the costs to business and the voluntary sector is available from the BIS website ([www.bis.gov.uk](http://www.bis.gov.uk)). It is also annexed to the Explanatory Memorandum which is available alongside the instrument on the OPSI website ([www.opsi.gov.uk](http://www.opsi.gov.uk)).