



# FLEXIBLE WORKING



## EMPLOYER TAX

n/a

## EMPLOYEE TAX

n/a

## COST TO EMPLOYER

Main issue is managing productivity and workload

## What is Flexible Working?

Flexible working describes a type of working arrangement which gives a degree of flexibility on how long, where, when and at what times employees work.

## How Does it Work?

Flexible working arrangements can be formal or informal. Employers may choose to amend an employee's employment contract if new working arrangements are put in place, and/or include flexible working policies in the employer handbook. Some forms of flexible working, such as working from home, are often offered informally in agreement with a line manager.

## Why is it Valuable?

Research has shown that workers on flexible contracts are often more engaged, more satisfied with their work, more likely to speak positively about their employer and less likely to consider alternative employment. Flexible working options can also be attractive for new talent, especially where employee expectations change with regard to their job, career and work-life balance. Some of the most common forms of flexible working offered are as follows:

- Part-time working
- Flexitime
- Working from home
- Compressed hours
- Career breaks
- Mobile working
- Job-shares

The top three benefits of flexible working most frequently highlighted by employees are:

- It enables a better work-life balance
- It helps reduce the amount of stress/pressure they feel under
- It is a factor in employees staying with their employer

## What does it cost?

It is normally the HR team who will identify how flexible working options can benefit both the organisation and the individual. This may be agreed to be in conjunction with advice taken from an external HR consultancy.



### Want to find out how we can help?

Call us today on 01858 414252, visit us online at [www.theinkgroup.co.uk](http://www.theinkgroup.co.uk) or email [hello@theinkgroup.co.uk](mailto:hello@theinkgroup.co.uk) to find out more or set up your no-obligation meeting.

Ink Employee Benefits is authorised and regulated by the Financial Conduct Authority (FCA number 609071)