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NEW RIGHTS TO REQUEST TRAINING

As you may be aware, the Government is introducing the right to request time off work for training for all employees who have been employed for not less than 26 weeks. The Government has launched a consultation on how this new right will work in practice.

The Government proposes the new right will operate in a similar way to the right to request flexible working, in that employers will have to consider requests fairly, and can only refuse them for defined business reasons. Employers will not have to pay for the training under the proposals and employees may only make one request in a twelve month period. The consultation also envisages employees being able to appeal to an employment tribunal if an internal appeal is unsuccessful. Tribunals may then award compensation, within defined limits, if the complaint is upheld. It is expected that the necessary legislation could be in place by 2010, subject to its passage through Parliament.

Consultation closes on the 10th September 2008.

For further information, please contact Bethan Southcombe on 0117 945 3084 or e-mail employment@metcalfes.co.uk