

Rachael and Gemma would like to welcome 64 new members to the Association and talk about flexible working as part of the Quick Guide series.

# Membership Update



## BIGGA welcomes...

### SCOTTISH REGION

Scottish Region  
Mark Cook, West  
Ross Gibson, West  
Greg Haddow, West  
Calum Morrow, West  
David Sutherland, North  
Martin Watt, West

### NORTHERN REGION

Bradley Asquith, Northern  
Craig Bennett, North West  
Robert Bould, North West  
Dene Briars, North West  
Ian Brodie, North East  
Andrew Brougham, North West  
David Burton, Northern  
Paul Cushing, North West  
Daniel Donnelly, Sheffield  
Derick Evans, Sheffield  
Philip Gardner, North West

Stewart Laver, North West  
James Leighton, North East  
Jonathan Mooney, North West  
Andrew Moore, North West  
David Mylock, North West

### MIDLAND REGION

Stewart Bentley, BB&O  
Alastair Burt, Mid Anglia  
Nathan Carmichael, BB&O  
Eugene Devenney, Midland  
Paul Frith, East Midland  
Andrew Gardner, BB&O  
Robert Hester, BB&O  
Marc Hutcherson, Mid Anglia  
Mitchell Knott, BB&O  
Robert Maloy, East Midland  
David Marshall, BB&O  
Paul Robinson, East Midland  
David Underhill, Midland  
Martin Wheeler, BB&O

David Workman, BB&O

### SOUTH EAST

Scott Bright, Surrey  
Ashley Fuller, East Anglia  
Mark Hough, Kent  
Richard Kettle, Essex  
Nigel Saunders, Essex  
Gavin Steed, Essex

### SOUTH WEST/WALES

Paul Hathaway, South West  
Darryl Jones, South Wales  
John Meikle, South Wales  
Andrew Moore, South West  
Jamie Smith, South West  
Guy Sowry, South West

### STUDENT MEMBERS

Jason Ahern, Ireland

Derek Besseling, Ireland  
Niall Casey, Ireland  
Gearoid Clifford, Ireland  
Gary Collins, Ireland  
Nigel Foley, Ireland  
Michael Keenan, Ireland  
Sean Murphy, Ireland  
David O'Connor, Ireland  
Mark Piper, Ireland  
John Thompson, Ireland

### OVERSEAS MEMBERS

Scott Young Liddle, Portugal

### ASSOCIATE MEMBERS

Alistair Whitby, Cleveland

### CORPORATE MEMBERS

Clive Nottingham, Mid Anglia  
Alan Roden, Mid Anglia

## RED LETTER DAY WINNER

Members who return their renewal forms before their membership expires are placed into a prize draw to win a Red Letter Day Voucher.

Our congratulations go to Stuart Hooker of Stoneham Golf Club

## OCTOBER'S MEMBERSHIP DRAW WINNER

Just introduce one or more new greenkeeping members to BIGGA and your name will be placed into a draw to win a Digital FM Scan Radio/Alarm. The radio can stand alone or can be clipped onto a belt with headphones for when you're on the move. Our congratulations go to Mark Zealander of Dudsbury Golf Club.

# Quick Guide To Flexible Working

Parents of children aged under six or disabled children aged under 18 have the right to apply to work flexibly and their employers have a duty to consider these requests seriously.

### WHO CAN APPLY?

You can apply to work flexibly if:

- You are an employee who has worked for their employer continuously for at least 26 weeks at the date the application is made
- Have a child under 6 or under 18 in the case of a disabled child
- Be either the child's mother, father, adopter, guardian or foster parent or be married or the partner to any of the above
- You make the application no later than 2 weeks before the child's 6th birthday or 18th in the case of a disabled child
- You have or expect to have responsibility for the child's upbringing and the application enables you to care for the child
- You are not an agency worker or a member of the armed forces
- You have not made another application to work flexibly under the right during the past 12 months.

### WHAT CAN I REQUEST?

You can request to change your hours of work, change the time you are required to work or to work from home. This covers working patterns such as annualised hours, compressed hours, flexitime, homeworking, jobsharing, self-rostering, shift working, staggered hours and term time working.

### HOW DO I APPLY?

You have to make a considered application to your employer in writing.

Only one application can be made a year so it is important you think carefully about the changes you are requesting. You must:

- State the application is being made under the statutory right to request a flexible working pattern
- Confirm you have responsibility for the upbringing of the child
- Explain what effect, if any, you think the proposed change would have on the employer and how in your opinion any such effect might be dealt with

- Specify the flexible working pattern applied for and the date the change should become effective
- State if and when a previous application has been made to the employer
- Date the application

### WHAT HAPPENS NEXT?

Your employer should arrange a meeting with you within 28 days of receiving your request. This should be enough time for the employer to fully consider the request. You may bring a work colleague employed by the same employer into the meeting with you.

Within 14 days of the date of the meeting the employer should write to you to either agree to a new work pattern and a start date or to provide clear business grounds as to why the application cannot be accepted and the reasons why the grounds apply. You have the right to appeal within 14 days of being notified of the decision.

### WHAT ARE THE BUSINESS GROUNDS?

An application can be refused only where there is a clear business reason.

The business grounds must be from one of those listed below:

- Burden of additional costs
- Detrimental effect on ability to meet customer demand
- Inability to reorganise work among existing staff
- Inability to recruit additional staff
- Detrimental impact in quality
- Detrimental impact on performance
- Insufficiency of work during the periods the employee proposes to work
- Planned structural changes

This information should not be treated as a complete and authoritative statement of the law. For further information go to the department of work and pensions website [www.dwp.gov.uk](http://www.dwp.gov.uk).