



### **Flexible working for people with caring responsibilities**

From 6 April 2007, the right to request flexible working is to be extended to people caring for adults. From this date, carers will have a legal right to request flexible working and their employer will have to consider the request seriously. In order to qualify as carers, employees will have to be caring for adults (people aged 18 or over) who:

- are married to, or are the partner or civil partner of the employee; *or*
- are 'near relatives' of the employee (this includes parents, parents-in-law, adult children, adopted adult children, siblings (including those who are in-laws), uncles, aunts or grandparents and step-relatives); *or*
- do not fall into either of the two categories above but live at the same address as the employee so that the employee can care for them.