



Q And A

How do I present my flexible work request to a reluctant manager: ask the expert

I work as an administrator in a school office. I am due to return from maternity leave in a few months. I have been told informally by my line manager and by the bursar that there is 'no chance' the headteacher will let me come back part time as she 'doesn't like part time employees'. When I delved into this a little deeper the bursar backtracked and said it would be 'difficult to manage'. Whilst I have been on maternity leave they have not replaced me, but managed to absorb my work into the existing office team. I also have a colleague who does exactly the same job as me in the office on the same pay grade who would very much like to job share with me when it's time for me to come back. Despite this all seeming like it should be in my favour I am pretty sure that our request to jobshare will be turned down. I just want to know the best way to go about the whole thing as I NEED this job. We will not be able to manage if I don't work, but we also will not be able to get full-time childcare for my son so going back to my job without cutting some days down is just not possible.



Answer by Sandra Beale

In anticipation of a refusal to implement the flexible working request you need to draft your case in advance, including the details you have shared here ie that your work was absorbed whilst on maternity leave and how you and your proposed job sharer would operate the role going forward. If you anticipate any problems you both might face then think of ways that these will be overcome you will be halfway there to making a convincing case.

**Sandra Beale is an HR expert and can respond to questions on employment law from both employers and employees. If you need advice with a maternity or pregnancy issue call her on 07762 771290 or contact her via www.sibealehrconsult.co.uk.*