
STATUTORY INSTRUMENTS

2024 No. 438 (C. 24)

TERMS AND CONDITIONS OF EMPLOYMENT

**The Employment Relations (Flexible Working)
Act 2023 (Commencement) Regulations 2024**

Made - - - - 25th March 2024

The Secretary of State, in exercise of the powers conferred by section 2(2) of the Employment Relations (Flexible Working) Act 2023⁽¹⁾ makes the following Regulations.

Citation and extent

1.—(1) These Regulations may be cited as the Employment Relations (Flexible Working) Act 2023 (Commencement) Regulations 2024.

(2) These Regulations extend to England and Wales and Scotland.

Commencement

2. Section 1 of the Employment Relations (Flexible Working) Act 2023 comes into force on 6th April 2024.

25th March 2024

Kevin Hollinrake
Minister for Enterprise
Department for Business and Trade

Status: This is the original version (as it was originally made). This item of legislation is currently only available in its original format.

EXPLANATORY NOTE

(This note is not part of the Regulations)

These Regulations bring into force section 1 of the Employment Relations (Flexible Working) Act 2023 (c. 33) (“the Act”) on 6th April 2024. Section 1 is the only remaining provision of the Act to be commenced and it makes amendments to sections 80F (flexible working: right to request contract variation) and 80G (flexible working: employer’s duties in relation to application) of the Employment Rights Act 1996 (c. 18).

Section 2 (which relates to extent, commencement and short title) came into force by virtue of section 2(3) of the Act on Royal Assent (20th July 2023).

A full impact assessment has not been prepared for this instrument as the Regulations themselves will have no impact on the costs of business, the voluntary sector and the public sector. A full impact assessment has been prepared in relation to the Act and a copy is available at <https://www.legislation.gov.uk/ukpga/2023/33/resources>.