



Is it the end of the 9 to 5 working day?

We found this BBC article recently and thought it may be of interest to you...

Traditional workplace hours of 9am to 5pm are now only the norm for a minority of workers, research suggests. According to a YouGov survey just 6% of people in the UK now work such hours.

Almost half the people surveyed worked flexibly with arrangements such as job sharing or compressed hours, allowing them to juggle other commitments.

Polling firm YouGov surveyed over 4,000 adults for the survey, which was commissioned by fast-food chain McDonald's.

The study found most full-time workers would like to start work at 8am and finish by 4pm, hours chosen by 37% of those surveyed. The second most popular choice was 7am to 3pm, chosen by 21%.

It found flexibility was important to people of all ages and life stages, including parents and students, for example.

Timewise, which advises businesses on implementing flexible working, also surveyed 3,000 UK adults, including the employed, part-time, and jobseekers.

It found that full-time workers of both genders want flexibility to reduce commute times, increase leisure or study time, and to assist with childcare. Instead of working nine-to-five, many employees would prefer to have the flexibility of working from home on some days, working part-time at the same hourly rate, or working a different set of hours spread across several days.

Those who did work flexibly said it improved their motivation and encouraged them to stay in a job for longer.

Peter Cheese, chief executive of HR industry body the CIPD, said organisations willing to offer flexible working would attract a higher number of applicants.

But he said more firms needed to step up: "Uptake of flexible working is still low and most jobs are not advertised as being open to different working arrangements, he said.

Anna Whitehouse, a campaigner whose own flexible working request was refused by her employer, said there were still misconceptions about such arrangements.

In her case, her employer refused her request for 15 minutes flexibility at the start and end of each day to enable her to drop off and pick up her children from nursery.

"They denied it because they said it would open the floodgate for other people to request the same thing."

Mrs Whitehouse, an author and blogger known as Mrs Pukka, said the refusal prompted her to resign and blog about the experience.

"My background is as a journalist so I just started writing. I'm not a campaigner or an activist, but I had a moment of frustration and went with it."

Since then, she has started the Flex Appeal, aimed at convincing firms to trial flexible working and also to make people aware of their right to request flexible working.

"It's not about parents, it's about people. There's so much research out there showing working flexibly is better for mental health and for productivity." she said.

Do you offer flexible working in your organisation?

If you'd like to discuss any recruitment issue please call Angela or Christine

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