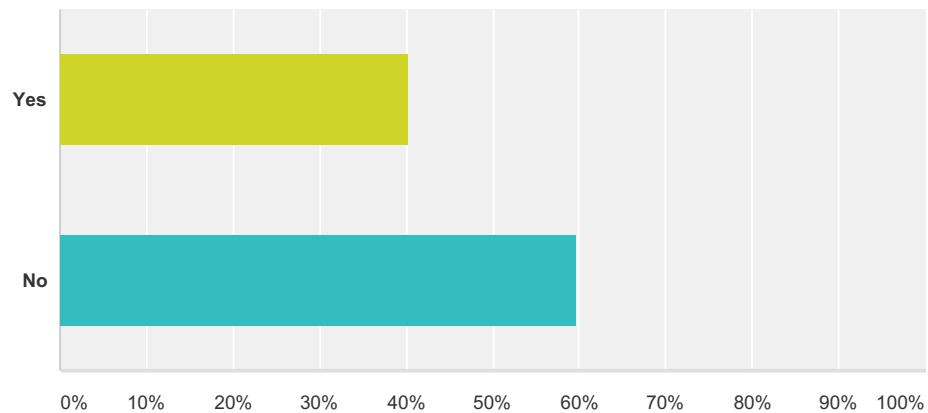


**Q4 Do you envisage having any problems being able to work flexibly at the opposite, non-fixed end of the day using assumed consent?**

Answered: 273 Skipped: 4



Answer Choices	Responses
Yes	40.29% 110
No	59.71% 163
<b>Total</b>	<b>273</b>

#	Please add any comments	Date
1	don't ask as seems we are not able to	3/31/2017 1:52 PM
2	Possibly	3/31/2017 8:41 AM
3	Possibly if I want to start later in the day on my 18:30 finish.	3/29/2017 10:36 AM
4	People have, i haven't experienced that yet as recently moved teams	3/28/2017 6:08 PM
5	No if appropriate MI is available and improving line managers understanding of how to organise a team effectively.	3/28/2017 5:03 PM
6	Crash of morale, being railroaded into contractual changes without our consent or notice.	3/28/2017 1:53 PM
7	telephony and managers making it up as they go along	3/28/2017 1:12 PM
8	at the moment no but summers coming? i wish I could change and opt out	3/28/2017 1:10 PM
9	Dont know were we stand	3/28/2017 12:33 PM
10	I have put no, but this could all change depending on staffing levels	3/28/2017 12:32 PM
11	Not anymore as I've moved teams and they are a lot more reasonable.	3/28/2017 12:31 PM
12	Senior managers are now saying that there is no 'assumed consent' and that manager's permission must be asked. Think this will mainly affect telephony rather than us in processing but this may change...	3/28/2017 12:31 PM
13	People on the phones have been told they can't do this any more. Its only a matter of time before clericals will be told this.	3/28/2017 12:26 PM
14	As people on phones have been told, maybe we will be ?	3/28/2017 12:24 PM
15	Commitment to the "Team" will mean working to cover absences, holidays etc.	3/28/2017 12:22 PM
16	unless the "rules" get changed	3/28/2017 12:17 PM
17	Assumed consent was withdrawn with no prior notice due to excessive call volumes on Mon 20th March.	3/24/2017 4:19 PM
18	We have now been told that we have to speak to our team leader now to discuss our request.	3/24/2017 1:51 PM
19	I think the usual business needs will be used at some to stop me flexing off	3/23/2017 2:09 PM

20	as time goes on, summer leave approaching & as more people become familiar with system	3/23/2017 2:06 PM
21	possibly - our managers have been asking 'outs' for copies of contracts etc not sure if this has been agreed with TUS or a local decision but I feel there's going to be more pressure to do more 5pm finishes	3/23/2017 2:04 PM
22	both ends fixed and when questioned told we can actually make you work your contracted hours!	3/21/2017 1:33 PM
23	*PIP enquiry line	3/21/2017 12:40 PM
24	on fixed hours	3/18/2017 10:06 AM
25	As above, people will start to stick to their fixed hours and management may assume that flexibility is no longer required.	3/17/2017 1:52 PM
26	was told we could.	3/16/2017 12:03 PM
27	unsure what this means	3/15/2017 5:53 PM
28	I feel that team leaders will start to make their own interpretations of assumed consent, outside the spirit of the agreement.	3/15/2017 4:14 PM
29	but job is working on the phone, heard they will be monitoring	3/15/2017 1:55 PM
30	management not being happy to finish earlier	3/15/2017 8:50 AM
31	Parking problems on a late start	3/15/2017 8:40 AM
32	with some of my managers, maybe yes.	3/14/2017 3:40 PM
33	but only because tend to do same hours each day.	3/14/2017 3:37 PM
34	I feel they will try and change my working pattern	3/14/2017 2:47 PM
35	maybe possible if turrett cover is re-introduced at warbreck, other than the mondays we are currently doing	3/14/2017 2:05 PM
36	line manager 'assumes' too much without fully investigating their responses to such queries. Usually NOT following the ED agreed deal	3/14/2017 2:05 PM
37	MANAGEMENT WILL SAY WE WILL HAVE TO FIND OUR OWN COVER	3/14/2017 1:59 PM
38	not with the manager im with however we have heard from colleagues of less flexible managers	3/14/2017 1:17 PM
39	But once my manager understands the contract and guidance she will accept it as she did with the 7.30 start	3/14/2017 1:15 PM
40	CAN'T SAY AT THIS TIME	3/14/2017 12:55 PM
41	Line Manager has said we need to ask permission to 'finish early'	3/14/2017 12:47 PM
42	would have to agree with line manager	3/14/2017 12:46 PM
43	turned down once when asked to leave 15 mins early	3/14/2017 12:29 PM
44	Most people aren't using the right do this, because of the manager and telephony support	3/14/2017 12:04 PM
45	Not able to come in at 7.30am when fixed at 6.30pm	3/14/2017 11:42 AM
46	knowing how buys phones are thought this would be a problem but assured it wouldn't be	3/14/2017 11:30 AM
47	I envisage problems with this due to the WFM tool	3/14/2017 10:53 AM
48	I have just started a TL role and it has still not been made clear to me how flexible working applies if I have a team.	3/14/2017 10:46 AM
49	The relocation will have a bad effect in that I cannot possibly get the kids to school and get to the office at the start time and I cannot get to pick the kids up in time leaving the office at the end time.	3/14/2017 10:42 AM
50	Hopefully there won't be a problem but it's early days yet.	3/14/2017 10:38 AM
51	Not now due to bulletin issued but the PCS	3/14/2017 10:35 AM
52	Nothing to suggest anything to worry about at this stage	3/14/2017 10:30 AM
53	Now telephony need extra support we are being asked to change from a 6.30 to an 8am even though it may not suit the individual. This suits the business only	3/14/2017 10:29 AM
54	as a LM I do expect there to be occasions where because of business needs I am unable to finish as early as I would like to	3/14/2017 10:25 AM
55	as above there are no issues with me starting at 12.00 on my 18.30 finishes	3/14/2017 10:22 AM
56	booking appointments/driving lessons is a nightmare due to the restrictions	3/14/2017 10:18 AM
57	Only if I move teams as I am aware that not all managers adhere to the flexible working policy	3/14/2017 10:18 AM
58	my manager keeps using the statement that I can do this "for now"	3/14/2017 10:11 AM