

Time to train consultation response form URN10/1108

The Department may, in accordance with the Code of Practice on Access to Government Information, make available, on public request, individual responses.

The closing date for this consultation is 15/09/2010

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Please tick the box that best describes you as a respondent. This allows views to be presented by group type

<input type="checkbox"/>	Business representative organisation/trade body
<input type="checkbox"/>	Central government
<input checked="" type="checkbox"/>	Charity or social enterprise
<input type="checkbox"/>	Individual
<input type="checkbox"/>	Large business (over 250 staff)
<input type="checkbox"/>	Legal representative
<input type="checkbox"/>	Local Government
<input type="checkbox"/>	Medium business (50 to 250 staff)
<input type="checkbox"/>	Micro business (up to 9 staff)
<input type="checkbox"/>	Small business (10 to 49 staff)
<input type="checkbox"/>	Trade union or staff association
<input type="checkbox"/>	Other (please describe):

Question 1: Should the right be retained as it exists now in organisations with 250+ employees, and extend to small and medium organisations in April 2011 as planned?

Yes

No

Not sure

Comments

All organisations no matter how small or large should be entitled to the right to request time to train. This will benefit both the employee and business in terms of morale, performance, retention, good practice, raise the profile of the organisation, and be of value to the employee, increase productivity, and add value to the performance of the business. The legality of the right to request time off to train should however has a business need, encourage individuals to think about their learning and development needs, and support work-based learning.

Question 2: Should the right only apply in organisations with 250+ employees, and not be extended to small and medium sized organisations?

Yes

No

Not sure

Comments

By giving the right to organisations with 250+ employees a distinct advantage would be given to those organisations particularly in terms of contracting and commissioning, recruitment and retention.

There is a need for transparency and equality.

Question 3: Should the extension of the right to small and medium sized enterprises be delayed until the economic conditions improve?

Yes

No

Not sure

Comments

The main challenge will always be funding for backfill, and in some circumstances difficulties can include releasing operational staff when they are heavily dependent upon to deliver a specific/specialised service.

Question 4: Should the right be removed altogether?

Yes No Not sure

Comments

It is important that the right to request training does exist so that the employee can contribute to their skills and training development. This also actively encourages employees to think about the skills that they need to perform their everyday tasks. This then provides a platform for the employee to discuss with their employer training and development opportunities. That are both suitable for them and the organisation.

The end result is an employee who is fully committed to the training that they have requested and an employer who is confident that the training will be beneficial to the business need of the organisation.

Question 5: Should the right be retained, but made to function better for example by:

a. Exempting employees who can already access training from being able to use the right or introducing exemptions for other employees?

Yes No Not sure

b. Adding new reasons for refusal where good training review systems already exist?

Yes No Not sure

c. Introducing different procedures for dealing with requests? (If yes, please specify what these should be and how they would operate.)

Yes No Not sure

Procedures for dealing with requests (given that an employee may only apply for time off once every 12 months) should be part of the appraisal and supervision process. If there is a business need of an organisation then requests should be considered.

Do you have any other comments that might aid the consultation process as a whole?

Please use this space for any general comments that you may have, comments on the layout of this consultation would also be welcomed.

There will be a challenge in terms of budget and front-line release for operational staff. The right to request time to train provides employers with an opportunity to show their commitment to develop staff.

This is about equalities and ensuring that those who are disadvantaged in gaining access to learning opportunities have equal access to them. It is also about giving employees learning and development opportunities to improve their work related skills.

As the leading membership organisation for the children, young people and families voluntary sector, Children England is in a unique position to represent charities that work with children, young people and families. Our members include the largest children's charities in the country through to small local groups. Our mission is to create a fairer world for children, young people and families by championing the voluntary organisations which work on their behalf. The role of the voluntary and community sector in the workforce is vital not only in directly providing and supporting social workers, but in ensuring that children and families are safe, supported and enabled to thrive.

Children England would be very happy to assist with any further questions. We would also be willing to help the Department for Business Innovation & Skills to engage with the children, young people and family's voluntary sector.

Thank you for taking the time to let us have your views. We do not intend to acknowledge receipt of individual responses unless you tick the box below.

Please acknowledge this reply

At BIS we carry out our research on many different topics and consultations. As your views are valuable to us, would it be okay if we were to contact you again from time to time either for research or to send through consultation documents?

Yes

No