

**Written statement of a delegated non-executive officer decision
Chief executive**

Title	Flexible Futures Policy
Decision maker	Chief executive
Date of decision	31 August 2022
Report exemption class	Open
Purpose	To agree and implement the Flexible Futures Policy
Decision	The Flexible Futures Policy, Appendix 1, is approved and implemented from 1st September 2022.
Reason for the decision	As set out in the report. Documents relating to this decision are available at http://councillors.herefordshire.gov.uk/mglIssueHistoryHome.aspx?IId=50042576
Consultation	Trade Unions and employees through the Change & Well being Champion Groups. Employment Panel
Options considered	1. The policy is not adopted and implemented by the council, this is not recommended as the policy sets clear guidance and expectations to staff and managers.
Declarations of interest	

Officer: Date 31 August 2022
Chief Executive (Paul Walker)