



35-hour Working Week Proposal: Now and next (update up to 10th March)



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Updates from the past week

Collective consultation with our recognised Trade Unions continues this week, Team Discussions are well underway, and Consultation One-to-Ones have started. Questions and feedback from all these meetings, along with feedback submitted through the online [Formal Consultation Feedback Form](#), are all being used to update the FAQs on a weekly basis – read on below to see the highlights of this week's updated FAQs.

This week we also released an updated timeline - [Important update on 35-hour proposals and timeline](#).

This timeline allows for the consultation to be fully concluded and the blog clarifies that no changes will therefore be made to contracts or hours of work immediately on the 1st of April.

Some further clarifications based on the timeline:

- This revised timeline will allow consultation meetings to take place, following which there will be consideration of all the feedback received, and any amendments made to the current proposals as a result.
- Any changes to the proposals will be shared with Trade Unions and employees for consideration – with the aim of reaching agreement.
- Confirmation of next steps will then be fully communicated.
- What this means in practice is that contracts will not change on 1st April 2025 – you'll continue to work and be paid on your current contracted hours, including any incremental progression due on 1st April 2025, until a decision is reached on any implementation of a final updated proposal.
- The position within the current consultation proposal remains that at such time that hours of work were to reduce to 35 hours, pay preservation on offer would be calculated on salaries as at 31st March 2025.

Updated FAQs

This week's FAQ updates cover questions about the revised timeline, staff who are in scope, recruitment and maternity cover. You'll find these updates, alongside the full list of FAQs, at [Proposal to move from 37 to 35-hour working week FAQs](#). All new FAQs are marked as (new).

What is happening next?

If you wish to discuss any personal queries and/or the implications of the proposal you can request a Formal Consultation One-to-One with your manager.

All requests for a Formal Consultation one-to-one must be submitted by 21 March and will be completed by 4 April.

In the meantime, please continue to share feedback and raise questions through the [Formal Consultation Feedback Form](#). **This will close on the 21st March.** As these come in, they are being collated and reviewed collaboratively by People Services and relevant Senior Management Teams for consideration and are being used to further develop FAQs.

Please bear with us if you are not seeing answers to your questions in the FAQs – we are working through these as quickly as we can.

Keep up to date with all the latest 35-hour working week information on the [35 Hour Working Week - Hub](#) and the [FAQs](#).

