

REASON WHY?

As part of the NHS People Plan, the NHS People Promise sets out a series of commitments, one of which is “we work flexibly”, stating, we do not have to sacrifice our family, our friends, or our interests for work. Following the staff survey and subsequent People Pulse surveys, it was determined that colleagues did not feel flexible working was either fair, had an impact on retention, impacted on Childcare, and affected their health and wellbeing.

PLAN

A project group was set up with various actions to encourage flexible working across the Trust. Plans were as follows:

- Add a flexible working statement to all job advertisements so applicants know we are a flexible organisation
- Set up a toolkit on the intranet outlining the process, policy, benefits of flexible working, case studies where it has worked well so employees and managers have access to support through the process
- Collate case studies for promoting flexible working
- Update flexible working policy in line with NHS England recommendations
- Comms plan to promote flexible working and signposting to flexible working resources with a motto
- Identify areas where flexible working seems to be an issue through leaver and staff survey results to understand the barriers to flexible working
- Trial team-based rostering as an option for flexible working in a clinical area
- Record flexible working requests on ESR

DO

We added a line to all our job advertisements encouraging employees to make any requests that they may have for flexible working, making it clear this was not guaranteed.

A flexible working toolkit is now on the intranet page with a toolkit briefing session run regularly. We have also launched masterclasses on flexible working to promote the benefits, where it has worked well, the process etc.

We have identified areas of improvement and have developed a questionnaire to send to relevant managers but have not contacted the managers yet.

There was a trial on one ward for team-based rostering but that didn't work out because team members didn't feel comfortable putting in their own shifts so it was trialled on another Ward which is still under review.

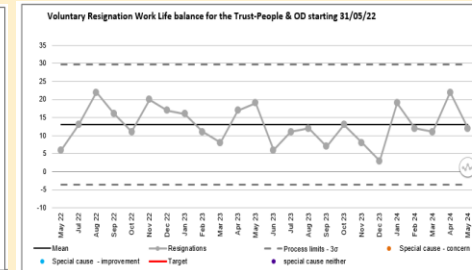
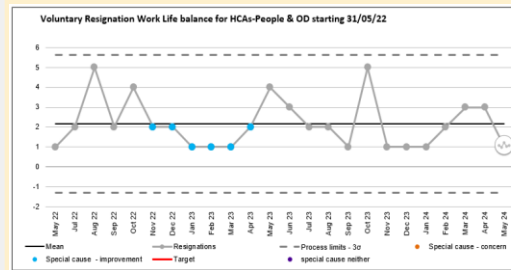
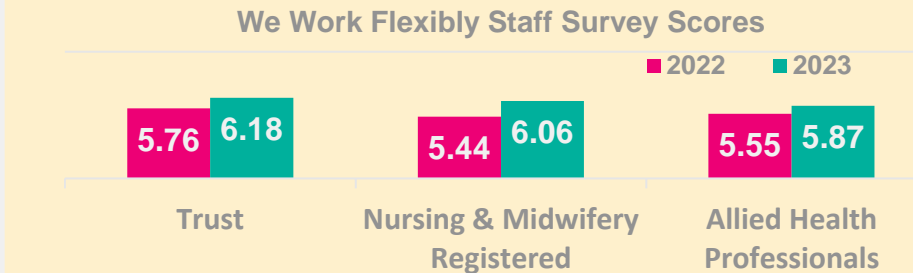
The flexible working policy was updated and implemented. Promoted flexible working in neurodiversity celebration week.



To Improve Staff awareness of SaTH's flexible working policy as measured by an increase in staff survey score “we work flexibly” by the 1st June 2024

STUDY

The graph below shows that there has been an improvement in the ‘we work flexibly’ staff survey score year on year. This is evident in clinical roles as well.



The graphs above to the left shows that we still have a lot of work to do to address the impact of work life balance as a reason for leaving the Trust.

ACT

Adopt - masterclasses, toolkit, collating case studies, promoting flexible working under the work we are doing for neurodiversity support.

Adapt – The questionnaire we have developed for Managers in areas where flexible working is lower, to establish the barriers. Team based rostering, identify areas where they are ready for team-based rostering to roll out in more areas. Feedback on success. Create a podcast from the masterclasses so they can be accessible any time.

Plans – seek support for a Flexible Working Champion. Use the staff survey data to identify more case studies and more areas of improvement.

Abandon – Without ESR manager self-serve we cannot record on ESR but explore other options using ESR Employee Relations module.