



Business mentoring

t: 02891 610661 www.employersforchildcare.org

Company Profile

Name:

Down Lisburn Trust

Description:

Health & Social Services Trust, providing a 24 hour service

Location:

Down Lisburn

Sector:

Public Sector

Employees:

4,000 approximately

Gender Balance:

84% Female
16% Male

Employer-supported Childcare

Work/Life balance

Background

Maura Devlin, mother of two, has worked for Down Lisburn Trust for over 20 years. Maura had difficulty organising childcare for her two children during school holidays, as they are both of school age.

Objective

Down Lisburn Trust recognised that school holiday periods can create childcare difficulties for working parents.

The proactive management team within the trust carried out a childcare needs survey which identified the need to provide staff with high quality affordable childcare during the long summer holidays.

Solution & Outcome

Down Lisburn Trust implemented its first summer scheme in 1994, and it has been running successfully ever since.

Both of Maura's children take part in the summer scheme, as do children of many other working parents in the Trust.

In addition Maura was also able to avail of the flexible working arrangements which allow her to work an 11-month contract.

This allows her to use her annual leave during mid-term breaks whilst having a months unpaid leave during the summer months.

Benefits to Employers

The management of Down and Lisburn Trust recognise the following business benefits of the summer scheme:

- * Decreased absenteeism
 - * Increased retention of a highly skilled workforce
 - * Improved quality of service to patients and staff through community care
 - * A highly motivated and committed staff team
- #### Benefits to Employees
- * A safe, fun, and educational environment is provided for employee's children
 - * It relieves the stress and pressure of employees having to organise childcare for the summer periods
 - * The summer scheme operates during normal working hours of employees, rather than on a seasonal basis

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Term time working and the Summer Scheme has been a great help allowing me to meet both work and family commitments.

Maura Devlin, Down Lisburn Trust

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Breaking the Childcare Barrier

