



@flexnHS

Campaigning for better working lives in the NHS



**A bitesize session on
flexible working and
improving working
lives in the NHS**

What is @flexNHS?

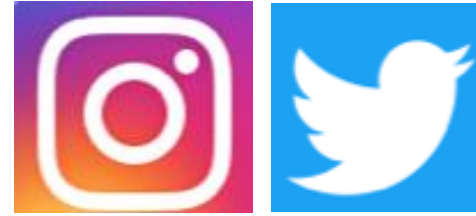


@FlexNHS is a campaign and social movement to promote and enable flexible working in the NHS for staff in every role and at every grade and stage of their career.

It started, as many of the best things do, with a tweet...and two people massively over sharing their stories about juggling work and parenting! We launched @FlexNHS in November 2018



What is @flexNHS?



Lots of support from influencers, campaigners, social enterprises...

Partnered up with Anna Whitehouse and Matt Farquharson - authors and flexible working campaigners



Reached out to an online community with an incredible response. Launch post on Instagram (with Anna) had 10,000 likes and over 1,000 comments within hours.

Now have an active network/ community with around 16,000 followers and support from senior NHS leaders



Why @flexNHS?

We launched @flexNHS to:

Champion flexible working for all staff

Amplify the voices of NHS staff working at every level and in every type of role who are less likely to be heard than we are

De-bunk flexible working myths

Equip organisations and managers with the tools they need to support and enable flexible working

Provide a platform for flexible working role models ('you can't be what you can't see')

Share good practice



Why @flexNHS?

“I had a car crash after long shifts followed by looking after toddlers”

“I’m a doctor, I was told 'no night shifts, no job', when asked for a different working pattern to be able to look after my kids – I’m a single parent”

“It seems impossible to be a female surgeon and have a family”

“I'm a nurse on maternity leave, my flexible working request has just been denied”

“I’m leaving the job I love and trained for because I just can’t make it work”

“HR won’t or can’t help me, I don’t know what to do. I’m finding this so hard”

“I’ve been told that if my job share leaves, I have to either start working full time or be prepared to be redeployed without any pay protection”

The screenshot shows a news article from Nursing Times. The main headline is "Lack of flexibility 'consistent complaint' in nine-hour shift trial" dated 18 MARCH, 2019. A sub-headline reads "Number of NHS staff leaving for a better work/life balance triples". Below the text is a photo of a nurse in blue scrubs holding a clipboard. To the right of the photo is a grey box with white text: "£96 A DAY", "£480 A WEEK", "£1,920 A MONTH", and "ARE WE BEING PRICED OUT OF WORK?".

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Why @flexNHS?

And.... How we work is inextricably linked with other vital areas:

1. The gender pay gap
2. Gender equality
3. Pay and progression for part time workers
4. Return to work and progression after maternity leave

We say flexible working isn't a gender issue – and it isn't, it's a people issue – but there is no doubt that in a workforce that is 77% women, with caring responsibilities shouldered mainly by women, we can't ignore issues of gender equality in the flex conversation either.

Why @flexNHS?

The world of work has changed and so have workers expectations

Remote working has become more normalised

But, remote working and flexibility are not the same thing – working from home can be just as inflexible

We need to adapt our employer offer to safeguard and promote employee wellbeing – remote working alone doesn't do that

There are significant competing macro-agendas – economic recovery, recession, anxiety around future Covid waves, instability in the social fabric enabling work

Life load - There is a real risk of furthering the gender divide



How can a good culture of flexible working support our workforce?

Increase diversity of whole workforce



Support all staff to progress and not be held back



Happier & more productive workforce



Retain staff as their life circumstances change



Attract people & recruit into hard to fill roles



Continuous Professional Development for all staff not just full time



Work life balance?



Burnt out

Blurred

Blended

Balanced

Boundaried

What can you do?

“Open the floodgates, people are drowning behind them.”

Be a visible role model

Raise your voice and get involved in the conversations on both on social media (@FlexNHS Twitter and Instagram) and within your organisations

Embrace the NHS People Plan and flexible by default

Use available resources including those from NHS Employers and Timewise

Digital, workforce and EDI expertise need to work together on this

Learn from where others are successfully implementing flexible working

If you work flexibly, shout loud and proud. You are never ‘just’ or ‘only’ anything. This is about culture change.



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**We don't care how or when or where you
work.**

We care that you do what you do.