

@Timewise_uk #flexibleworking

Sharing Best Practice and Advocating Flexibility for All

A Manchester Workforce Collaborative Event

10th July 2019



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Objectives

- To share the case for action on flexible working in Greater Manchester
- To learn ‘what works’ from practical case studies from organisations who have been driving this
- To inspire you to progress your own culture of flexible working
- To explore opportunities for to work collectively to drive this agenda across GM.

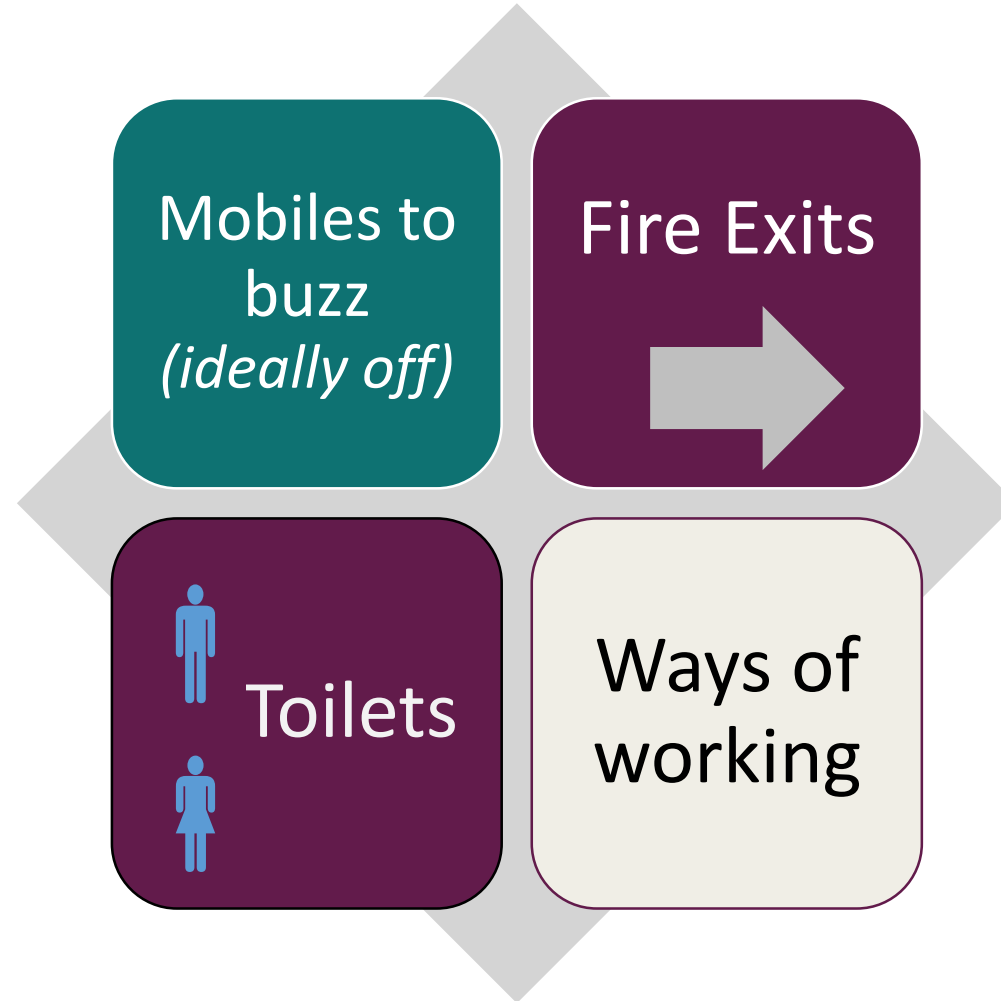


Overview



Timing	Session	Who
10-10:15	Why flex matters	Claire, Timewise
10.15 – 10:30	Flex and Health	Andrew Foster, Wrightington, Wigan and Leigh NHS Trust
10:30 – 10:45	Flex and Travel	Anna Collins, Transport for Greater Manchester
10:45 – 11:25	Two case studies	Shawna Gleeson, Manchester City Council; Ali Green, Manchester Health and Social Care Partnership
11:25	Break	
11:40 – 12:20	How can we work together to change?	Table discussion and feedback
12:20 – 12:30	Feedback and next steps	Janet Wilkinson, Workforce Collaborative

Creating the right environment



About Timewise

Research and Campaigns: new insight to employers & policy makers to stimulate action to grow a quality flexible jobs market

Change Programmes: supporting employers & policy makers to drive cultural and operational change on flexible job design and hiring

UK's leading marketplace for good flexible jobs: growing the quality flexible jobs market for job seekers



Our work in Manchester

- **Local authorities:** Manchester City Council, Oldham Council
- **NHS and Partnerships:** Christie NHS Trust, Manchester HCCG, Manchester HSCP
- **Employers:** EY, Pets at Home, Kelloggs, Lloyds Bank, Tescos and Dixons Carphone
- **Jobs Index:** Flexible Jobs index for Manchester
- **Manchester CIPD:** Flexible hiring ambassadors programme and conference in 2018

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Context: The changing workforce

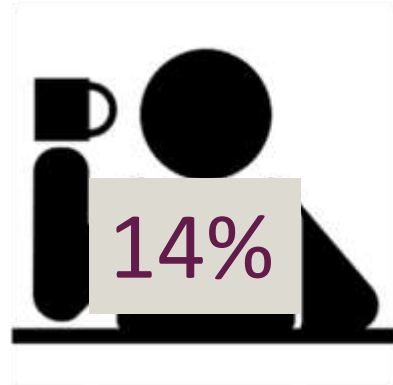


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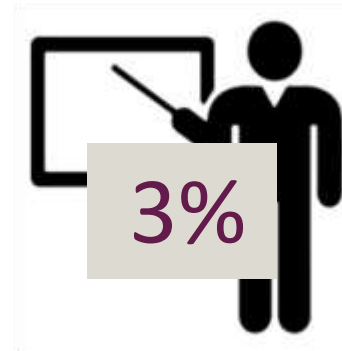
What do we mean by a 'flexible job'?



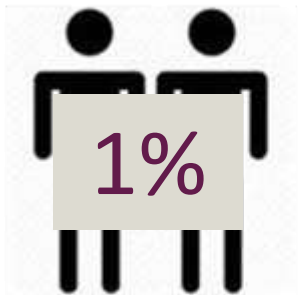
Part Time



Working from home



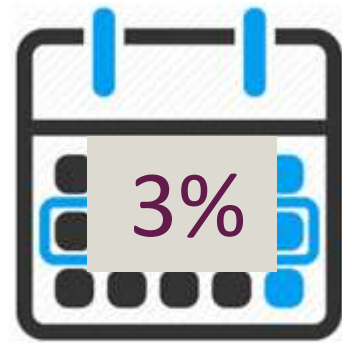
Term time work or
annualised hours



Job share



Flexible start & finish



Compressed week



Demand for flexibility in the UK

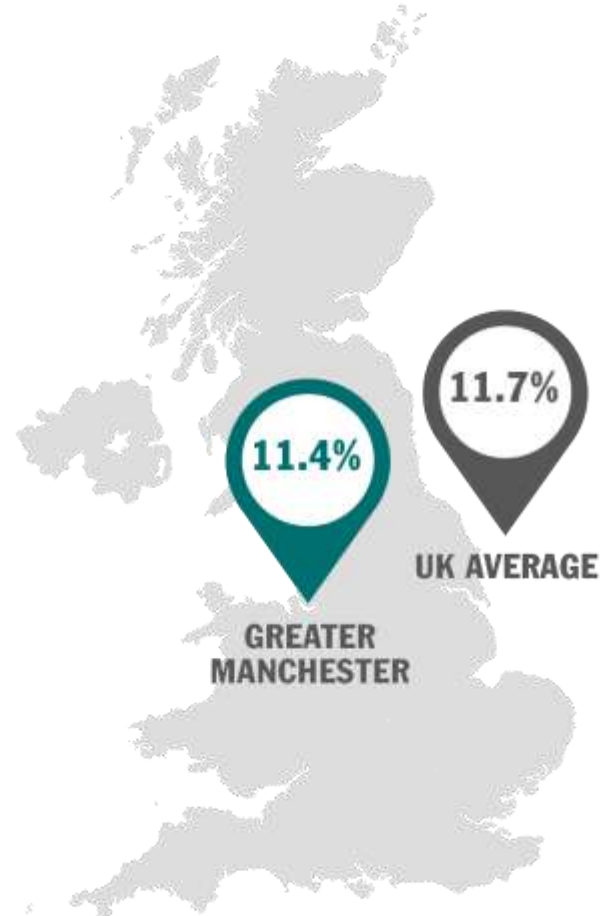
- **63%** of full-time workers already work flexibly
- **87%** of UK employees either work flexibly or would like to
- **1 in 4** of all full-time employees would specifically prefer to work part-time & are willing to earn less to do so

- Demand for flexibility is only going to increase – younger workers want it most (**92% of under 35s** surveyed)
- Amongst people who are not currently working, **93%** want a job that includes some sort of flexibility

Timewise – *The Talent Imperative* (2017)



Greater Manchester Flexible Jobs Index 2017: Findings



Demand outstrips supply



**TALENT BOTTLENECK CAUSED
BY LACK OF FLEXIBLE JOBS**

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TALENT THROUGH FLEXIBILITY



Flexible working in management roles: where are you on the Timewise Flexibility Maturity Curve?



Where are you on the journey?



Table discussion

- Where are you in your organisation?
- What would move you forward?
- Are there any opportunities to work together?

