What progress have you made since March?

09:46:11 From Margaret.Wilson to Everyone:

We have a new flexible working policy implemented and have had 185 requests centrally recorded since its launch

09:46:27 From Stephanie Shillingford to Everyone:

A challenge for us is we would like to use ESR tomake requests easy foremployees and organisatation oversight, butour ESR function isnt ready to go for this as it requires management on ESR enabled. It would be helpful if its just an easy default function on self service platform.

09:46:28 From Lorraine Atherton to Everyone:

Rewritten our Flex policy and updated our Agile Policy and developed a new online application process for Flex requests so we can start to centrally record and report on this

09:46:33 From Amy to Everyone:

We have had managers drop in / training sessions, have produced multiple documents to help staff understand what flexible working is and why it is important and also how it's important to disconnect from work if people choose to work unusual working hours. Our policy has been updated and we have a home working charter. We have also been collecting together case studies from various departments on those who are already working flexibly really well.

09:46:38 From Charlotte Durber to Everyone:

We have established a 'Flexible Working review group' within our ICS, to harmonise the flexible working policy and process across the NHS Trusts within our region in Staffordshire, and developed a great poster/email footer for all Trusts to use

09:46:38 From Vicki Mallows to Everyone:

Cultural shift - looking at making JDs recruitment documents rather than just job evaluation documents, this gives us the opportunity to look at including flexible working as a default on a template that must be considered.

09:46:52 From Pearl.Bramble-Wilson to Everyone:

We have updated the policy and all of the other related policies … now to focus on the cultural piece ..

09:47:16 From ColamV to Everyone:

Recent focus on the best methodology for tracking flexible working requests...

09:47:19 From Lorraine Atherton to Everyone:

Piloted a couple of clinical teams with Team rostering with a few more about to launch

09:47:36 From Stephanie Shillingford to Everyone:

It has the functionality but if we can influence ESR to make it simpler

09:47:41 From Anna Macdonald to Everyone:

We have created a review group that has resulted in collaboration between the 3 NHS Trusts in our Integrated Care System - hopefully this will lead to the flexible working offer across the system being more equitable.

09:47:45 From Lorraine Atherton to Everyone:

Pulling together some staff stories about how and why Flex / Agile working has worked for them

09:48:07 From Beth and Phil to Everyone:

At Oxford Health we have reached the point of having our actions agreed by Board ready for action planning and implementation by different work streams. Attending Directorate senior meetings in September to discuss the Trust flex working vision and go through the tools available, outlining expectation that all managers have flexible working discussions with staff over the coming months.

09:48:19 From Helen Kenyon to Everyone:

At SWFT , we're in the process of holding a series of open sessions for nurse managers to share good practice of flexible working and talk through issues where flexibility is more of a challenge. This will help inform our revised Flexible Working policy, and our Trust "myth busting".

09:48:25 From clare.bedford to Everyone:

We have re-written our Flexible Working Policy and undertook a number of Managers Briefings with other 300 Leaders attending. Also had a bespoke Communications strategy for launch

09:49:27 From Margaret.Wilson to Everyone:

We have a dedicated Flex and Agile sharepoint site with case studies and employee and managers guidance.

10:02:17 From Naomi Hart to Everyone:

Kent and Medway have launched a system wide Flexible Working Commitment document that all provider Trusts have signed up to demonstrating their commitment to supporting flexible working and it uses the definitions and principles from the Flex programme. We've got a case study from a variety of different workforce profiles and all organisations to show how flexible working can be applied in a real NHS setting and to show that people already work flexibly. It's been a great collaboration across the different organisations that make up our ICS.