



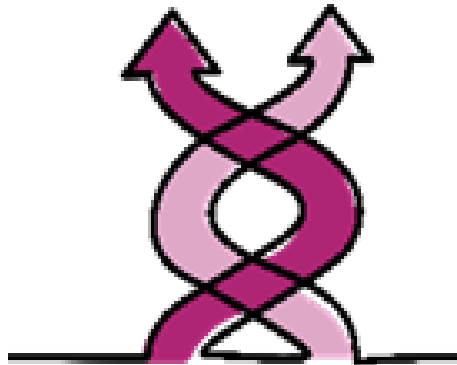
Flex for the Future Programme

Alumni event

Sept 2022

NHS England and NHS Improvement





We work
flexibly

Flex for the Future Programme

Alumni Event

Amy Butterworth, Consulting Director, Timewise

Melissa Buntine, Principal Consultant, Timewise

Jane Galloway, Head of Flexible Working, NHS England and NHS Improvement

Rachel Ryle, Flexible Lead, NHS England and NHS Improvement

NHS England and NHS Improvement



Our plan for this morning

- Welcome back!
- Share findings from programme evaluation
- Share progress and hear about the actions others have taken
- Ask questions and get hints & tips/share learnings in breakout rooms

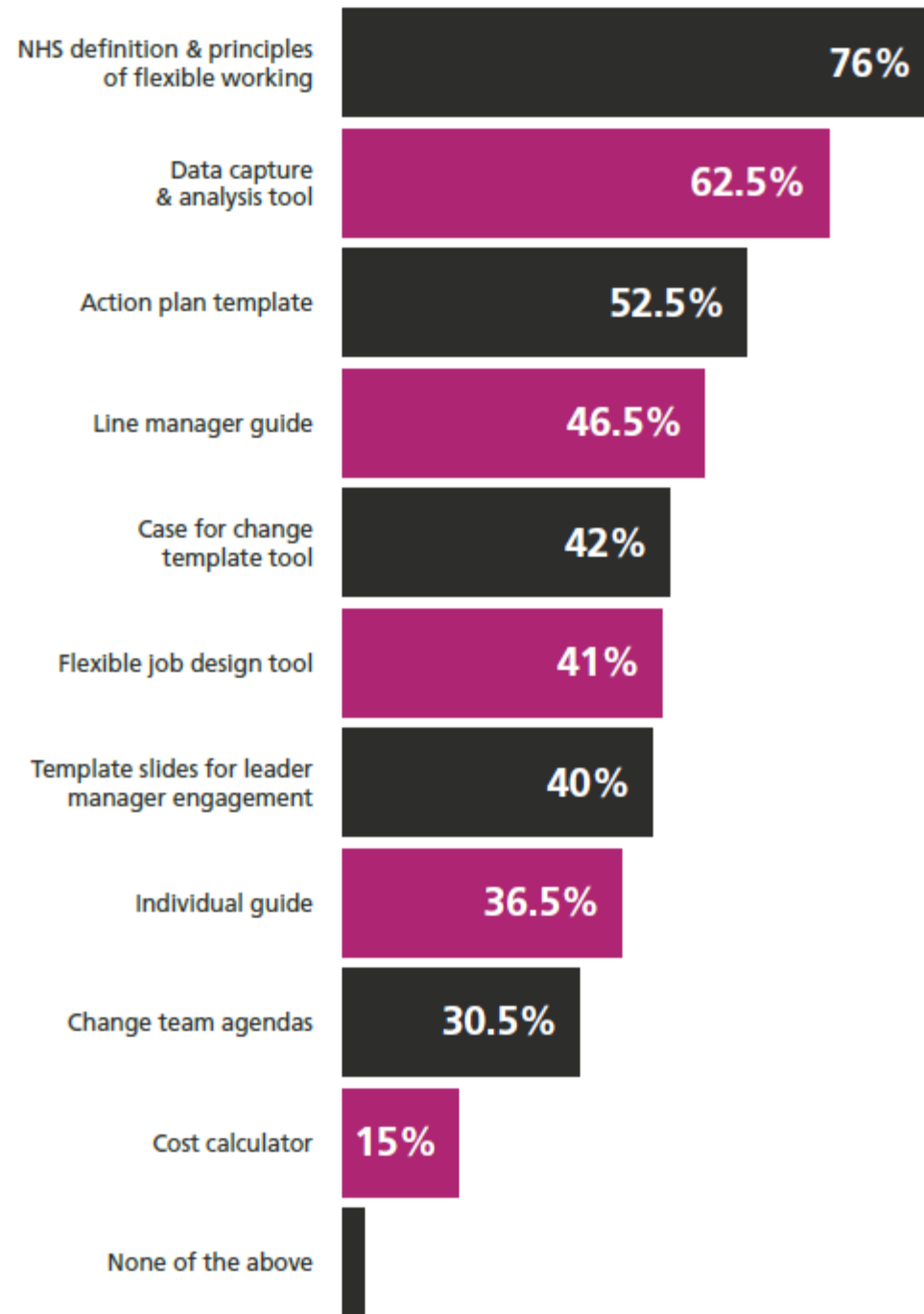


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Findings from evaluation

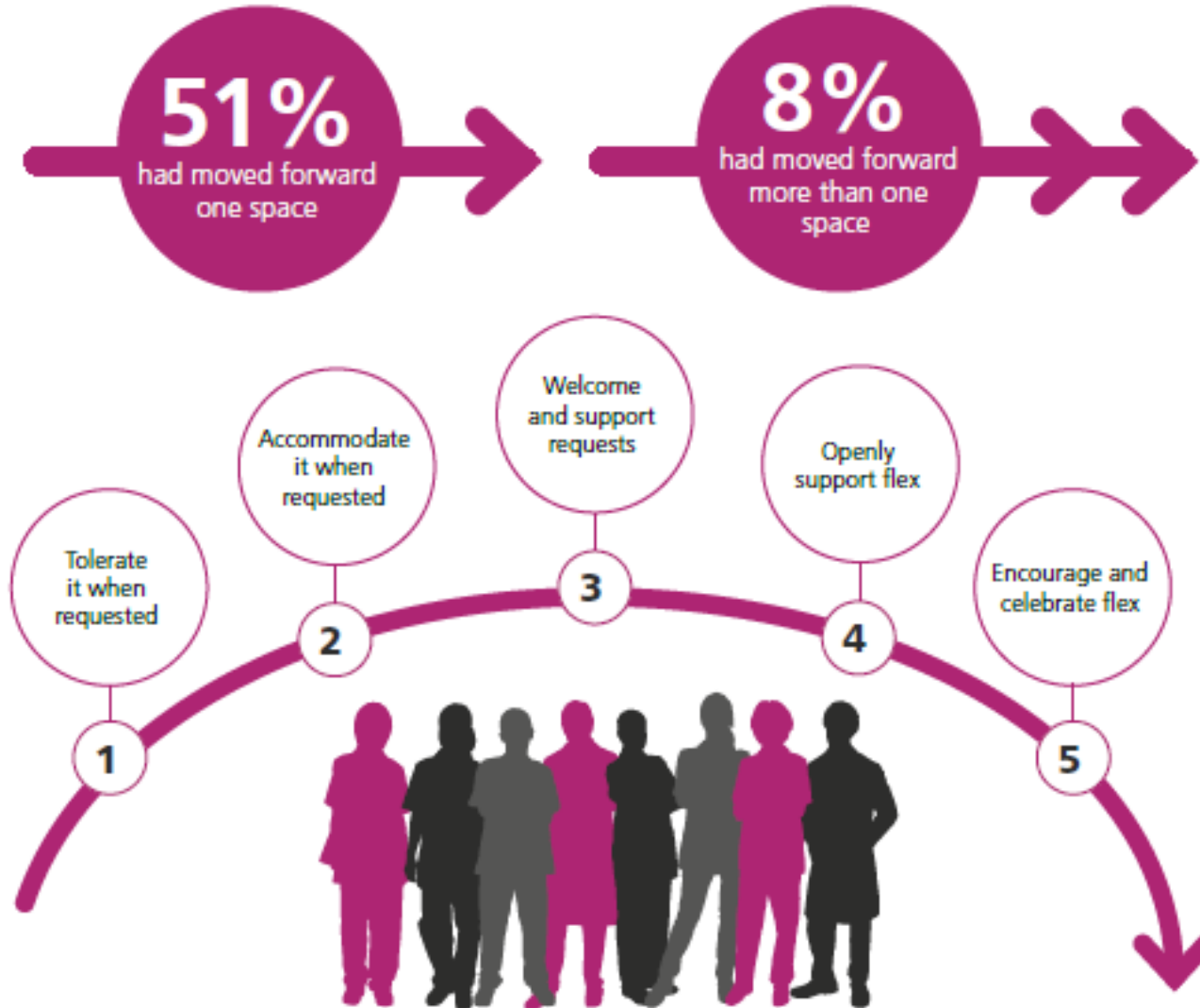


The tools you used

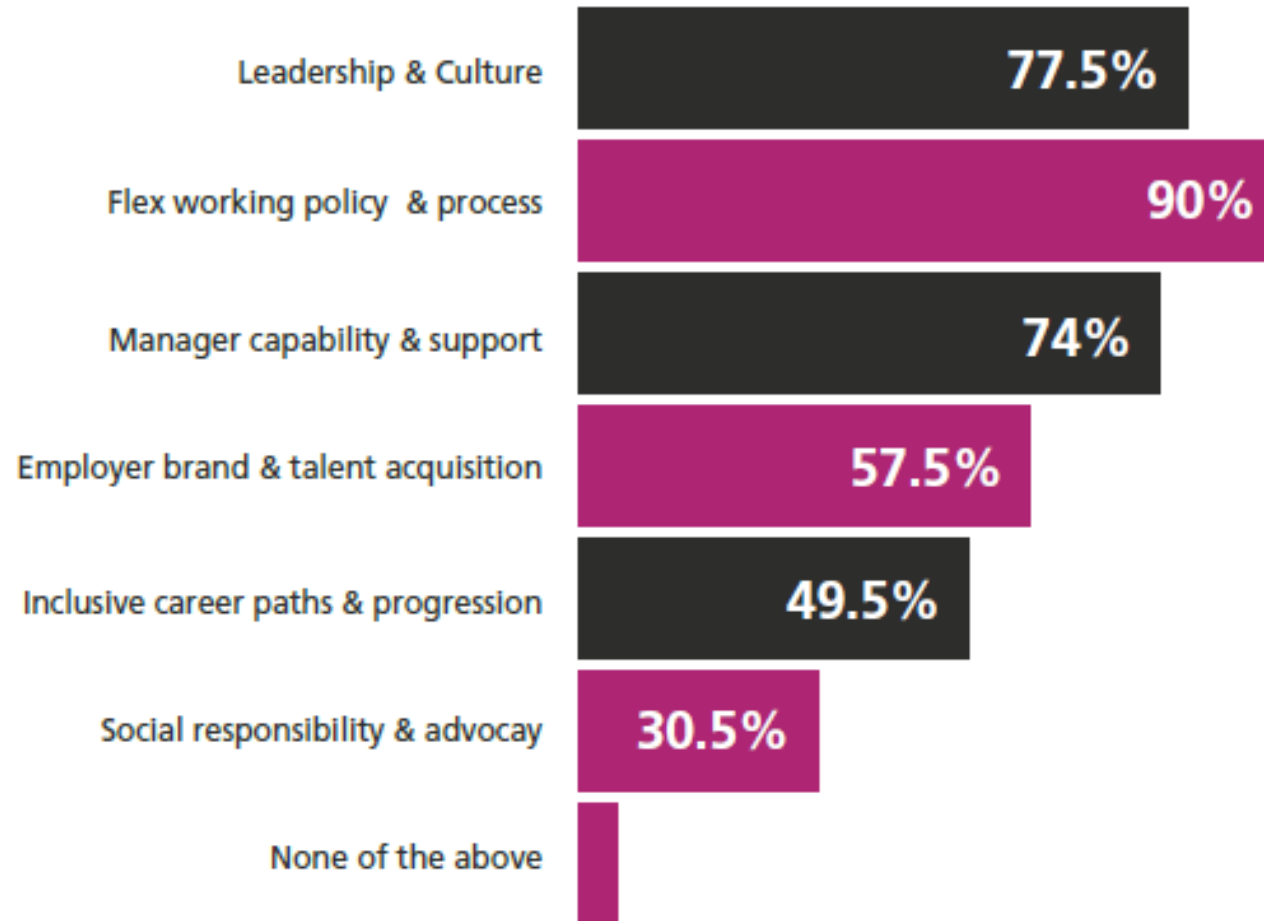


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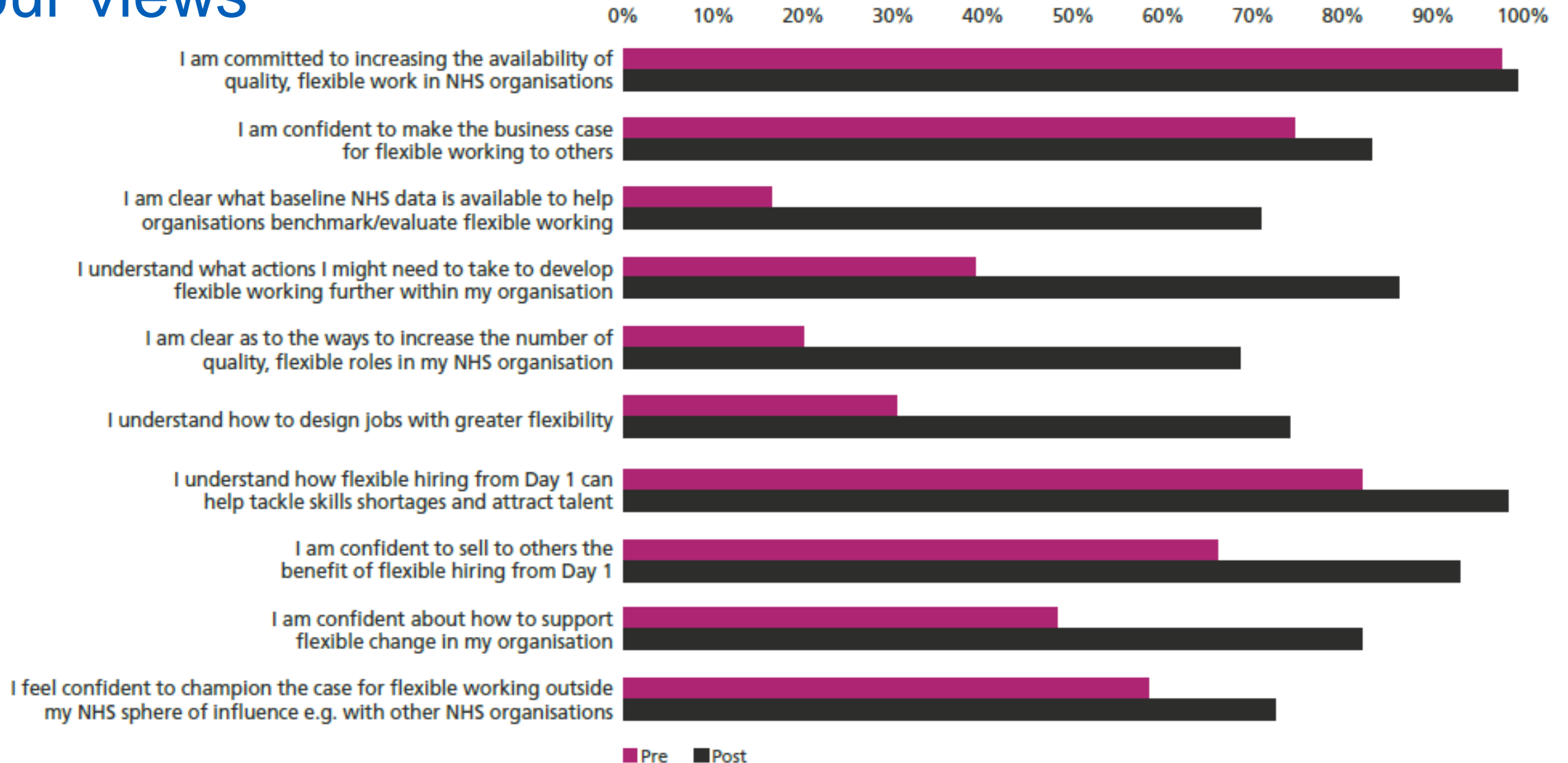
Progress during the course of the programme



Where you were planning to take action



Your views





...e cultural change
...t supporting line
...ng out people's
...ing to work'

...eir approaches to flexible
...example was a staff member
...ve to a term time contract
...was a teacher and they
...time together in the school
...nager said that in the past
...diately said, 'No, we don't
...ad they had a conversation
...and what would work for
...and the team and they've
...mise that they're both really

What shift you noticed?

...d that flexible working is an
...staff attraction and retention,
...parted in the programme I
...ledge and resources to share
...ch really helps.

Useful about the

...ed, very professional. The
...nspiring. Professor Joe
...hief Exec in Milton Keynes
...at I encourage everyone
...ch his talk. The pace and
...op made them easy to follow



NHS Flex for the Future Evaluation: Final report

- Programme report & five organisational case studies will be published this Autumn
- RREAL interviews are ongoing – more volunteers are needed – please drop a note in the chat box if you're happy to participate – **change team leaders please**



Sharing progress



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Taking action



What progress
have you made?

Please share brief
examples on chat for
colleagues to read



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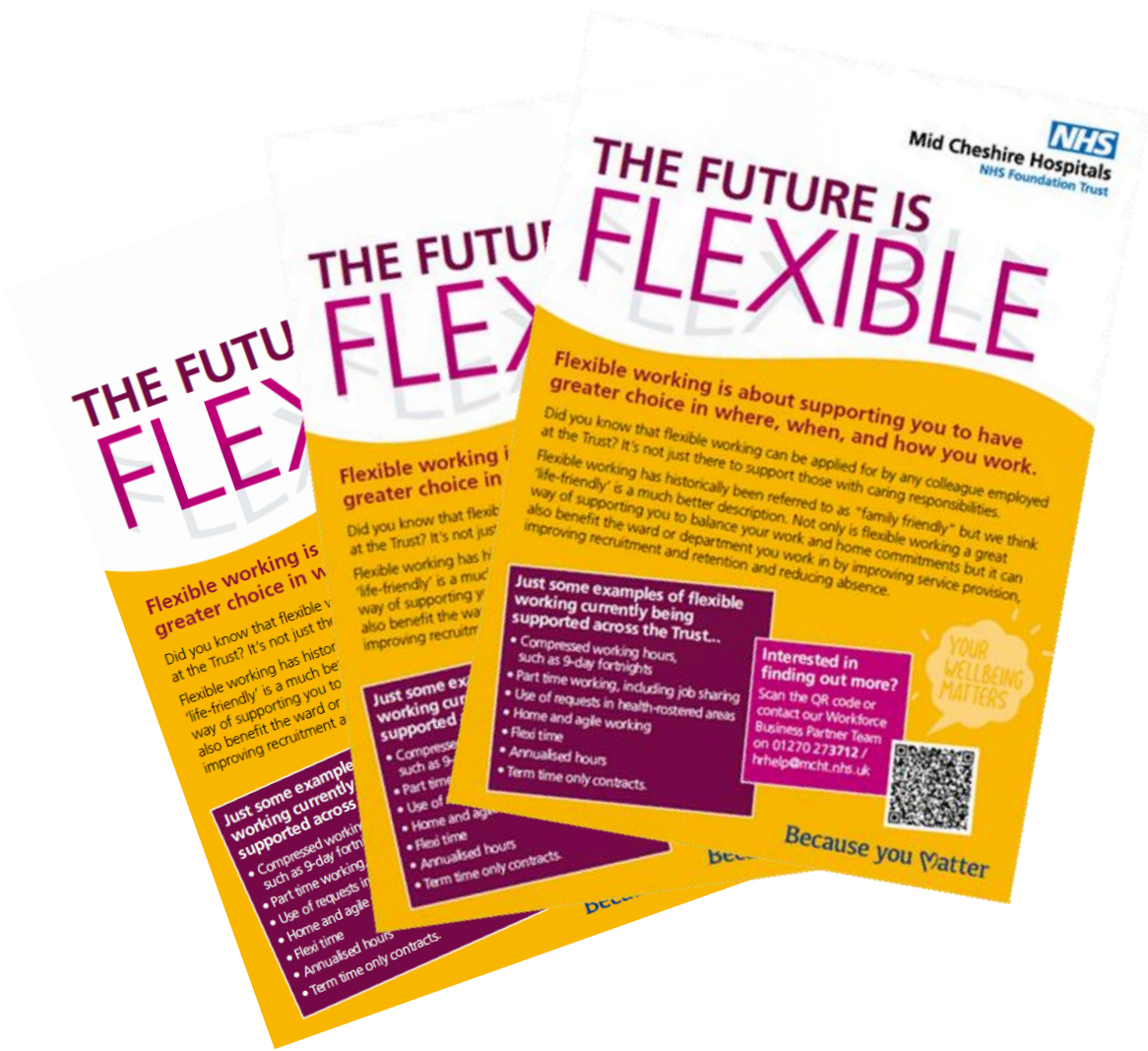
Sharing from the group



Examples of
change team
activity – what's
happening in
different
organisations



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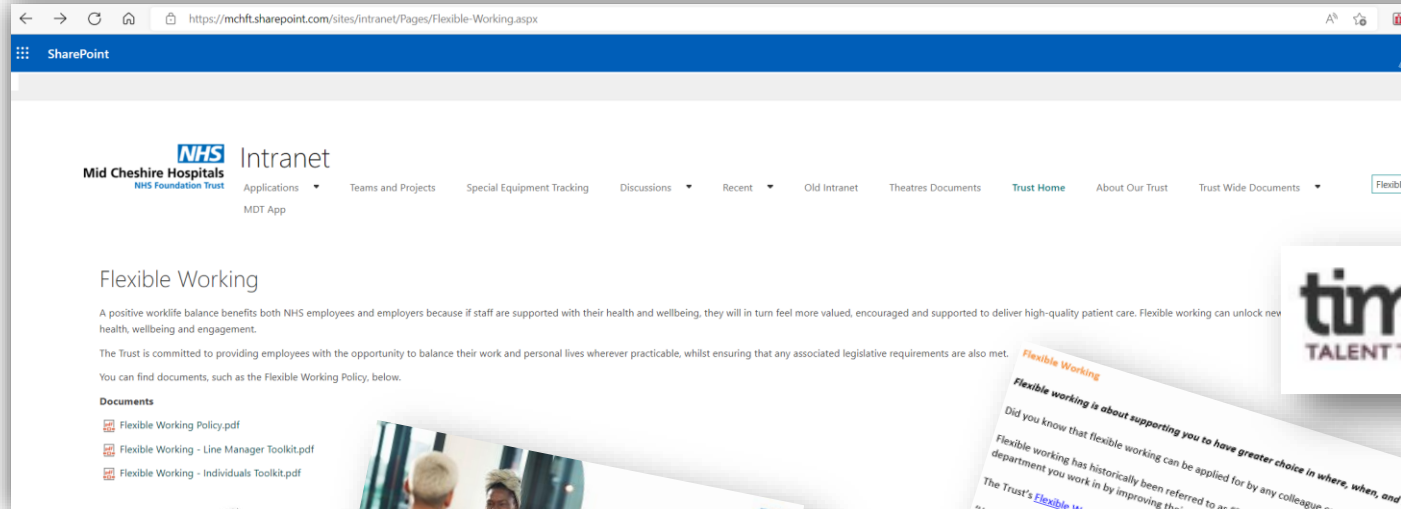


The Future is Flexible

People Promise

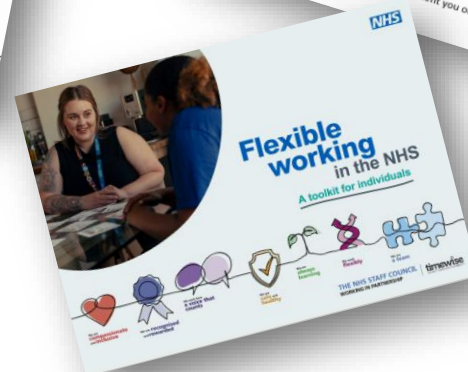
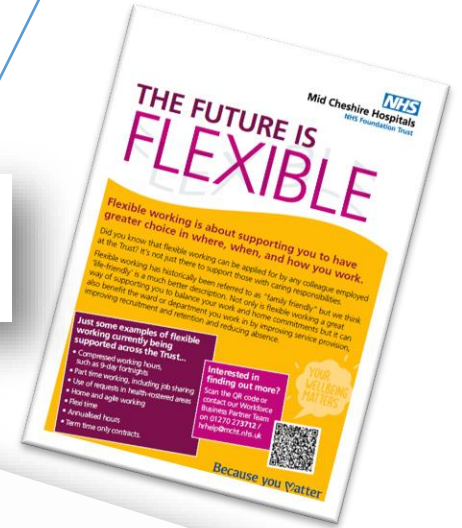


Our Journey so far...



'Team Flex'

timewise
TALENT THROUGH FLEXIBILITY



Flexible Working

Did you know that flexible working can be applied for by any colleague employed at the Trust? It's not just there to support those with caring responsibilities, department you work in by improving their service provision, improving retention and reducing absence.

The Trust's [Flexible Working Policy](#) has recently been updated and now includes handy toolkits to support both you and your line manager to consider how flexible working could work for you, and the service you work in.

How to webinars will be available for Line Managers/Team Leaders with line management responsibility. You can book on to these by emailing your preferred date and time to education.bookings@mch.nhs.uk

Tuesday 21 st June 2022	11:00 - 13:00	14:00 - 16:00
Thursday 23 rd June 2022	11:00 - 13:00	14:00 - 16:00
Monday 27 th June 2022	11:00 - 13:00	14:00 - 16:00
Wednesday 29 th June 2022	11:00 - 13:00	14:00 - 16:00

To find out more about how flexible working can benefit you or your team, please click [here](#) or contact the Workforce Business Partner Team on 01270 273712 or hrhelp@mch.nhs.uk

The Future is Flexible



What is it?

- A Commitment
- A Campaign
- A Cultural Shift
- A Continuous Improvement Project

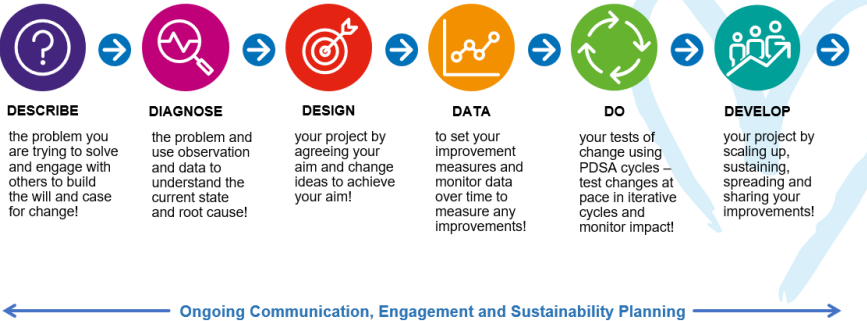
The Future is Flexible

Our Quality Improvement Journey



Improvement Matters

NHS
Mid Cheshire Hospitals
NHS Foundation Trust



Achievements to date

- Brought together Early Adopters
- Highlighted Best Practice Areas
- New Policy/Process – increase in supported requests
- Flexible working dashboard developed using Healthroster data
- The Future is Flexible Campaign launched
- Webinars launched
- QI Project commenced

Learning so far...

- Be bold and ambitious
- Follow the energy
- Work in partnership
- Share best practice
- Don't assume you know the answers
- Flex is individual
- Steady change



Do you have
any
Questions? 😊



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Time to network – breakout rooms

Breakout – specific topics that colleagues are thinking about



- *Impact of the cost of living crisis on flexible working*
- *Boundaries between flexible working & reasonable adjustments*



Breakout



- What successes & challenges have you had since completing the programme?
- What more do you need to progress?

(Nominate a feedbacker on chat for the group)





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Wrap up & next steps



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Next steps

- Continue with your own change team work & use your network
- Share the programme report in your own organisations
- Sign up for the NHS Flexible Working Network
- Make use of the NHS Flexible Working Futures site for all the latest information
- Join our *advertising for flexibility* webinar to hear more about advertising flexible roles (<https://Advertising for Flexibility>)
- Listen out for our *Focus on Flex* campaign
- Keep sharing ideas, questions & examples



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Thank you for coming

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