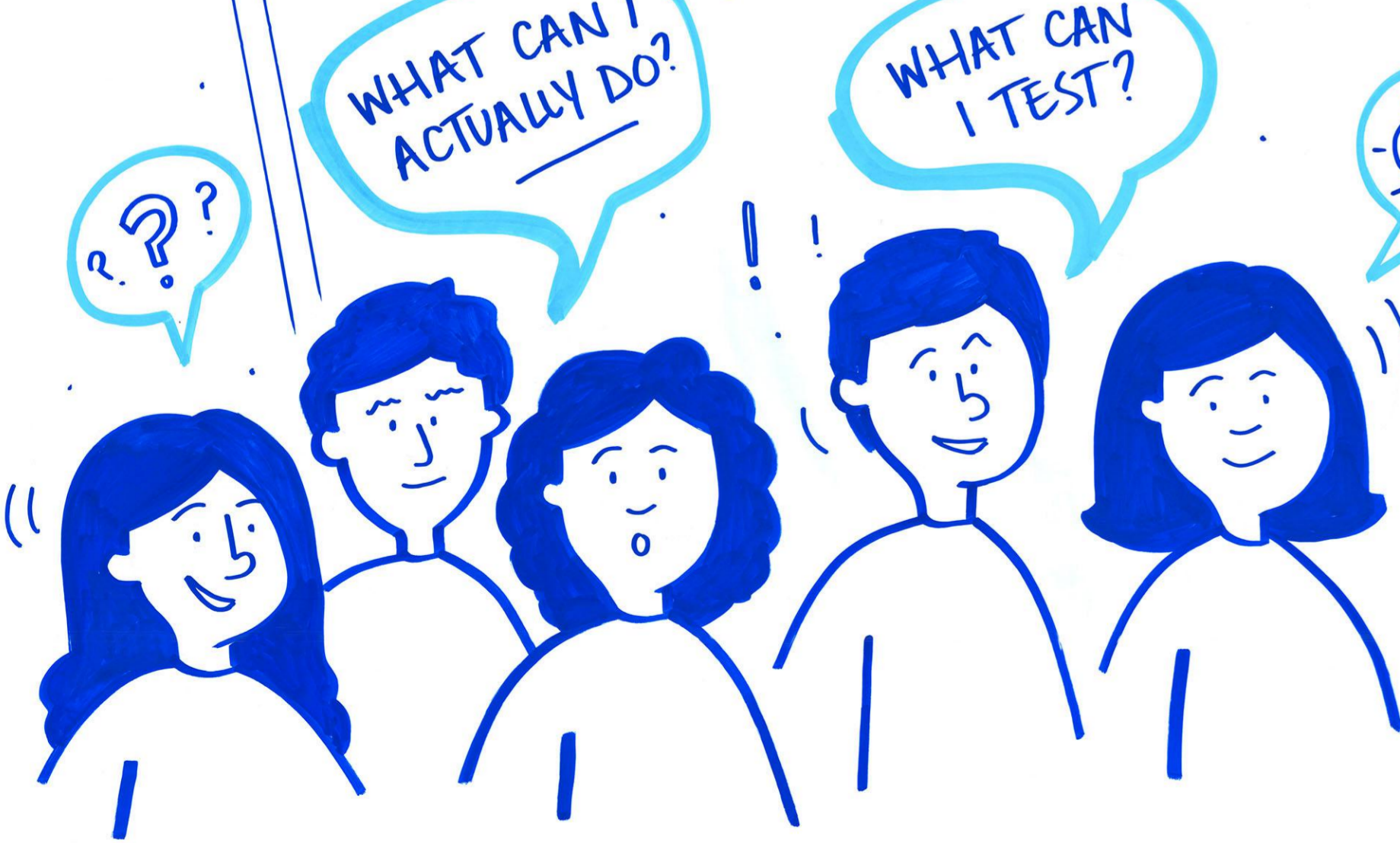


SUPPORTING OUR NHS PEOPLE WITH THE RISING COST OF LIVING

GROUP'S AIMS

- Today's ambition:
- IDEAS & APPROACHES TO SUPPORT STAFF WITH THE RISING COST OF LIVING
 - CREATE A SUPPORTIVE COMMUNITY OF PEOPLE

EXPLORE & LOOK AT LONGER TERM STRATEGIC IMPACTS & THEIR SUSTAINABILITY
JEN GARDNER



FORCE FOR LOBBYING CHANGE

UNDERSTANDING WHAT THE OUTCOMES CAN BE

PROVOCATION OF THOUGHT & HOW WE MAXIMISE PARTNERSHIPS

CONNECT WITH OTHER PEOPLE

FROM ISSUES TO SOLUTIONS

Be Strategic

long term

- IN WORK PROGRESSION
- FINANCIAL EDUCATION / WELLBEING
- TACKLING THE STIGMA AROUND MONEY
- SUSTAINABLE REWARD OFFERS
- EMBED A CULTURE OF FLEXIBLE WORKING
- GETTING THE BASICS OF WELLBEING RIGHT
- WORK IN PARTNERSHIP AT SYSTEM LEVEL

change in mindset

short term

- FREEBIES, DISCOUNTS & VOUCHERS
- SHORT TERM FINANCIAL SOLUTIONS
- SUBSIDISED FOOD

SPEAKER: RUTH LOWE

COST OF LIVING HUB

- IMPACT ON WELFARE
- DEMAND IN NHS & SOCIAL CARE
- HEALTH INEQUALITY
- POVERTY
- POVERTY RELATED HEALTH CONDITIONS

BE BOTH RESPONSIVE & PROACTIVE ... FUTURE PROOF

EDUCATE MANAGERS ON WHAT'S AVAILABLE

HOW DO WE HELP STAFF HELP THEMSELVES?

SUSTAINABLE STRATEGIC APPROACH

SPEAKER: KATE JARMAN

- HELP PEOPLE MANAGE COSTS
- AFFORDABLE & ACCESSIBLE CHILDCARE
- ANY HOURS - WAY OF WORKING
- FLEXIBLE WORKING

BE BRAVE

FOCUS ON BASIC WORKING CONDITIONS

SPEAKER: ALI WEBSTER

MEASURE SUCCESS

LISTEN & ENGAGE

OPEN UP

OUR APPROACH

LEAD THE WAY

DATA DRIVEN APPROACH TO REWARD

PARITY

SOME JOBS ARE EASIER TO MAKE FLEXIBLE THAN OTHERS

DON'T MAKE ASSUMPTIONS ABOUT THE SOLUTIONS

- what we've tried since the last session...
- ADOPTION OF REAL LIVING WAGE
 - MEAL DEALS
 - EXCEPTIONAL SUPPORT FUND FOR STUDENTS
 - STAFF HARDSHIP FUND
 - FOCUS ON PARTNERSHIPS

THEMES WE'VE HEARD...

- DECISIONS BASED ON STAFF FEEDBACK
- OUR WORK IS CHANGING SO ROLES NEED TO TOO
- CARERS RESPIRE & BACK UP CARE



MANAGERS FEELING COMFORTABLE WITH HAVING CONVERSATIONS

STAFF SURVEYS

EMOTIONAL PHYSICAL SOCIAL FINANCIAL

HEALTH NEEDS ASSESSMENTS FOR MEDICS

Scenarios

CHILD CARE COSTS & FLEXIBLE WORKING

TEST & LEARN MINDSET

IN WORK PROGRESSION

UTILISING APPRENTICESHIP LEVY

PROMOTE IN-HOUSE TRAINING

MAKE JOB DESCRIPTION & PERSON SPECIFICATION EASY TO UNDERSTAND

STUDENTS & APPRENTICES

PAYING FOR TRAINING TIME

USE CHARITABLE ARM

RING FENCED STUDY TIME

IT'S OKAY TO NOT BE OKAY

BOARD LEVEL CHAMPIONS FOR WELLBEING

HEALTH & WELLBEING CHAMPIONS

EMPOWER TO DO MORE & SUPPORT TRUSTS TO DO MORE

WELFARE MEETINGS

BE FLUENT IN HAVING FINANCIAL WELLBEING CONVERSATIONS WITH STAFF

DIFFICULT CONVERSATIONS TRAINING

- enablers:**
- EVALUATION & MEASURING IMPACT OF SUCCESS
 - COMMUNICATION & REACH (E.G. DIGITAL INCLUSION)
 - WORKING IN PARTNERSHIP
 - INVESTMENT & UPSKILLING LINE MANAGERS

REALLOCATING RESOURCES & FUNDING TO MEET PRIORITIES

THERE'S A LOT WE DON'T KNOW ABOUT

FOUND PROJECT PLANNING HELPFUL... WE DON'T NEED TO OVER COMPLICATE

HAVE THE COURAGE TO CHANGE WHAT CAN BE CHANGED