



Enablers to flexible working

THE NHS STAFF COUNCIL
WORKING IN PARTNERSHIP

Flexible working forms a crucial part of creating modern and inclusive employment practices. More action is needed to increase the uptake of flexible working across the NHS, to allow us to recruit and retain diverse talent and ensure that the NHS is an employer of choice.

Following employer engagement, this poster identifies the ten enablers to flexible working.



LEADING THE WAY

Leaders will provoke cultural change, challenge status quo and enable the principle of flexibility by default.



STAFF ENGAGEMENT

Talk to staff and use data to find out what they want in terms of flexibility. Support teams to define and improve flexible working practices that meets the needs of them and patients / services.



POLICY AND PROCESS

Ensure your policy and processes are up to date and are easily accessible by staff.



SUPPORTIVE LINE MANAGEMENT

Influence the attitudes and actions of managers by providing permission, support, and training to equip managers to deal with flexible working requests effectively.



JOB DESIGN

Design jobs with flexibility in mind as standard, recognising that flexibility is role dependant. Ask 'why not' rather than 'why'.



TECHNOLOGY

Technological solutions can improve rostering and help to manage live rotas. Rota design should be a collaborative process involving both employers and staff.



COMMUNICATION

Educate everyone on how to work flexibly so they can find the right balance. Promote flexible working to staff and managers to ensure that staff know what their options are.



SYSTEM WORKING

Collaborate with other organisations in your area to provide greater opportunities for staff to work flexibly.



INCLUSIVE

Flexible working will be inclusive and open to all. Policies and processes will be equality assessed and outcomes monitored.



DEFINING SUCCESS AND MEASURING IMPACT

Clearly define what successful flexible working looks and feels like. Regularly monitor and measure the effectiveness of flexible working practices to demonstrate its positive impact on patients and colleagues.