



# Eight ways to keep up momentum (1 of 2)

Help to keep up the momentum by promoting the work you are doing with your employer to create a positive and consistent flex experience for everyone. Here are eight ideas to get you started...

## 1. Tell people your employer's signed

Once your employer has signed the pledge, your first step is to share the good news with colleagues! Ask the internal comms team to include an update on your staff intranet, internal emails and within staff briefings (*we've included templates in their toolkit*) and share the news at your surgeries and local meetings.

## 2. Meet the leadership or HR team

Meet with your employer to agree an action plan and make sure to capture the moment with a photo or quick video. Share this with your colleagues and let them know when they can expect to hear more about the action plan.

## 3. Celebrate the positives

We know that many employers are already doing great things to make flexible working the norm and available to all. Where progress is already being made, celebrate it and spotlight positive flex experiences - remind your colleagues of the resources and tools they have available to request flexible working arrangements.

## 4. Share the action plan - or headlines

Let your colleagues know what actions have been agreed and the commitments your employer has made. Perhaps you'll share the action plan in full or some of the headline actions. Sharing the action plan helps to make the commitment more tangible and holds your employer to account.





# Eight ways to keep up momentum (2 of 2)

## 5. Show the flex reality

Uncover and share real flex stories - good and bad - to inspire colleagues to explore flexible working and to highlight where things aren't working and action is needed.

## 7. See the difference

As actions are completed, can you identify and showcase the story and experience of colleagues who are benefitting from the changes the action plan is driving? *For example, new data on flex highlighted departments with a disproportionate number of flex requests refused. Managers in these departments received training which has supported an increase in flex patterns...*

## 6. Regular review and updates

Will your employer's HR or leadership team agree to meet with you to review progress against the action plan at regular intervals - perhaps every quarter or biannually? Make sure you share progress made and discussed at these meetings so everyone understands what's happening.

## 8. An outside view

Keep an eye on the NHS unions social media channels and [talkaboutflex.org](https://talkaboutflex.org) for updates and examples from other employers and **Get Ahead on Flex** pledge signatories. Share examples and outcomes from other NHS employers to inspire action.



Don't forget to share your progress, successes (and/or challenges!) with NHS unions ([hello@nhsunions.org](mailto:hello@nhsunions.org)) so we can promote the actions you're taking with other staff side reps and employers across the country!