

Example email to send to union members on 6 March

Copy and personalise/amend the text below as needed, and send this to your members on 6 March.

SUBJECT: Let's Get Ahead on Flex - will [employer name] sign our pledge?

We want to let you know that as your staff side committee, we're taking part in a new campaign on behalf of NHS Unions - 'Let's Get Ahead on Flex'.

Launching today (on Employee Appreciation Day), the campaign is designed to help fulfil the promise of flexible working for everyone, so that every NHS colleague experiences a consistent, positive approach to flexible working, no matter where they work.

Read on for more information about the campaign, or visit the [dedicated campaign webpage](#). If you have any questions or if you'd like to get involved please let us know.

Why flex matters

We all know that access to flex is vital for people's wellbeing, for building an inclusive and supportive culture, and to recruit and retain desperately needed staff - which all adds up to better care for patients.

While there are lots of success stories for flex, we know many staff still struggle to access flexible working, when local cultures and outdated attitudes create gaps between policy and practice.

With a standard on flexible working likely to be included in new staff standards set out in the NHS 10-Year Plan, now is the perfect time to come together and take proactive steps to 'get ahead' on this agenda.

Today, we wrote to [CEO name], to ask that [employer name] signs up to the Get Ahead on Flex pledge, committing to working with unions to take action in three key areas:

1. **Lead the conversation** – commit to including flexible working options in every job advert, every interview and every appraisal, making flexible working the norm for all.
2. **Set a target** – publish data on flex requests and set a clear target and action plan for progress, with regular time on the agenda at board meetings.
3. **Train for flex** – every manager should receive standard training on flexible working, to ensure a consistent, positive approach and drive a true flexible working culture.

You can read the open letter, and find out more about the campaign at TalkAboutFlex.org/GetAhead.

Please join us in spreading the word, and supporting our request for [employer name] to sign up to the Get Ahead on Flex pledge.

We'll keep you up to date on progress, but in the meantime, please send us any examples of flex working well or of requests being denied without good reason. Helping to share good practice and highlight issues can help us to create a more consistent experience for all colleagues, creating a better NHS for staff and for patients.

Thank you,

[name]