

Flexible working success at Barnsley Hospital NHS Trust

Part time working

Success in Outpatients



Background

Main Outpatients is made up of 4 areas; Medical, Rheumatology, Chest and Surgical. There is a total of 32.5fte, across a headcount of 50 staff.

The department is made up of part time and full time staff members. There is only one formal flexible working request in place as the department are able to manage work life balance with other staff on an informal basis.



Situation

Paula, a Staff Nurse, encountered some health problems in 2019 which led to her having to more proactively manage her health outside of work and, as a result, Paula needed to reduce her hours.



Solution

Paula and her line manager, Tracy, were able to accommodate a flexible working pattern which fitted with the service needs of the department but also allowed Paula to stay in work and manage her health. Due to flexibility around working times, Paula did not need to reduce by as many hours as she originally thought.



Impact

Paula was able to remain in work, had improved energy levels and felt supported by management. In turn, the Trust retained a valuable staff member, who had over 10 years' experience and knowledge.

Positive impact of part time working at Barnsley Hospital NHS Trust

Why it mattered to me

“Flexible working has made such a difference to me, both physically and mentally. Without it, I might have had to consider looking at alternative jobs.

Tracy (Lead Nurse) took the time to listen to me and supported me in finding a flexible working solution that not only benefited my health but also worked for the department.”



Why it matters to us

Paula felt more supported by the Trust and we retained a valuable member of staff.

We have seen improvement in our staff survey results for the Outpatients Department and they have scored above the Trust's average on:

- Working flexibly
- Health and safety
- Morale
- Compassion and inclusivity



People Promise

