Supporting Staff through Partnership Working

Dino Williams – Staff Side Chair

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Passport to Management

• A two day management development programme co-designed and co-facilitated by Staff Side and Management

• Focused on leadership behaviours

• Focused on the person not the policy

• Designed to empower managers to be agile in dealing with management of staff which in turn supports good staff engagement and employee relations

• Uses forum theatre to work through performance management and sickness absence scenarios

• Develops skills in conducting investigations, writing reports and running hearings
Financial Wellbeing

• Recognising the financial challenges Trust staff face in the context of the current economic climate consideration given to what support the Trust could provide

• The Trust in partnership with Staff Side commissioned a financial wellbeing survey to understand what the issues were for staff. Over 500 staff responded

• Questions were based on surveys conducted by London Economics for the Money Advice Service and YouGov for Department for Business, Innovation and Skills.

• 64% (291) felt the Trust should support people in financial difficulty
Financial Wellbeing – Key Themes

• Make sure that whatever we do is joined up – there are existing schemes that could be better promoted to wider organisation i.e welfare loans

• Financial education is crucial – it is as important to give the right support to help people to manage their finances as it is to expand loan schemes

• Not to make too many assumptions – although lower paid staff are more likely to be in financial hardship, any decisions about who is in financial hardship must be assessed on individual circumstances.

• Work with other organisations where we can – we should work with GSTC and other charities, whilst we are already a member of London Mutual
Financial Wellbeing – What are we doing?

• The Trust will work with local and national charities and organisations to roll out financial education programmes. A number of public and third sector organisations have been identified, who offer financial wellbeing services.

• Further developing the existing relationship with London Credit Union who a number of benefits to its members including; Payroll deduction saving schemes, Payroll deduction payment schemes (of loans), Easy and safe saving and flexible and affordable loans

• We will work together to create a GSTT branded CU offer to our staff and patients, launching a campaign in January 2015 with a particular emphasis on beginning to save for the Christmas club

• Funding will be sought to train welfare/London Mutual advocates in the Trust
Further Information

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