

Reference: FOI.ICB-2425/005

Subject: Nursing Flexible Working Requests

I can confirm that the ICB does hold some of the information requested; please see responses below:

| QUESTION | RESPONSE |
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| <p>We are primarily focussing on nursing (Jan 21 to current date) and I would really appreciate if you could support by answering the questions below, or signposting me to someone who can help within your organisation.</p> <p>Questions:</p> <ul style="list-style-type: none"> • How many requests for flexible working hours did you receive and how many of those were approved? • Is there a significant difference in any variables such as productivity, satisfaction, etc. of people working flexible hours and people working fixed hours? Any data you have will extremely useful. | <ul style="list-style-type: none"> • There were 51 formal requests for flexible working patterns received since January 2021. Of these requests 17 were received from the Nursing Directorate, of which 10 were approved and 5 implemented local arrangements and 2 were declined. The ICB also supports Hybrid Working arrangements. • Our NHS staff Survey results reported that 83% of respondents agree or strongly agree that they are satisfied with opportunities for flexible working opportunities and 88% agree or strongly agree they are able to approach their immediate manager to talk openly about flexible working. <p>Please note: the ICB is a commissioning organisation, not a trust. The Nursing Directorate has a mix of registered professionals and non-clinical staff, therefore the numbers above may include non-nursing staff. For information relating to nursing staff in an acute hospital setting we advise you to contact the trusts directly;</p> <p>North Bristol NHS Trust (NBT) - foi@nbt.nhs.uk</p> |



**Bristol, North Somerset
and South Gloucestershire**
Integrated Care Board

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| | University Hospitals Bristol and Weston NHS Foundation Trust (UHBW) - FreedomOfInfo@uhbw.nhs.uk |
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The information provided in this response is accurate as of 10 April 2024 and has been approved for release by Rosi Shepherd, Chief Nursing Officer for NHS Bristol, North Somerset and South Gloucestershire ICB.