

Improving Working Lives

What is Improving Working Lives (IWL)?

It is a Department of Health (DH) NHS quality initiative to improve employer standards across the NHS. It is a 'must do' standard for all NHS Employers including SpHAs like NHSBT.

DH say "It is a continued commitment to delivering modern working practises throughout the workforce, and part of the on-going journey to deliver world class services supported by world class staff".

What does IWL do?

IWL is about making a positive difference to the working lives of all NHSBT staff in the context of delivering the business plan and achieving the objectives. Improving Working Lives means that staff are valued and NHSBT is working very hard to ensure staff have a healthy balance between work and home.

What's in it for staff?

IWL means being able to access information, guidance and support that will make home and working lives easier and give access to a range of benefits that include:

- Employee awards celebrating success
- Child care scheme and vouchers
- Access to training and development through KSF and PDRs
- Occupational Health - advice and appointments
- Opportunities to work flexibly
- Employee Assistance Programme (EAP)
- Mentorship scheme
- Assistance for carers
- Flexible retirement and pension information
- Confidential counselling services
- NHS discounts and shopping benefits

What does IWL mean?

By achieving IWL Practice Plus it will clearly recognise that NHSBT values people, trusts people and encourages people in the mission to deliver world class services, build stronger partnerships with donors in all areas and the healthcare community, thereby saving and improving patients lives.

IWL means we are working in partnership to achieve this.

For more details contact the IWL Team.