



**Briefing of the South West Wales Work Life Balance Network  
Wednesday 6<sup>th</sup> October 2010  
Mid & West Wales Fire & Rescue Service  
Fire Authority Conference Room  
Carmarthen**

**Attendees**

Jane Nyhan	Chwarae Teg
Jessica Collier	Chwarae Teg
Joy Ogeh-Hutfield	Lamajo Consultancy
Uki Asemota	Lamajo Consultancy
Jane Rose	M&WWF&RS
Andy King	M&WWF&RS
Liz Aitkin	M&WWF&RS
Nina Evans	MAWWF&RS
Cath Bowen	Chwarae Teg
Gareth Williams	Ford Bridgend
Jo Davies	Careers Wales West
Annette Whitecross	Careers Wales West
Jane Williams	ABM University Health Board (Swansea)
Jackie Hooper	Hywel Dda Local Health Board
Heidi Rehwald	Chwarae Teg Agile Nation
Olymbia Petrou	Aberystwyth University
Marion Morris	Antur Teifi
Mary Powell	Workplace Investigations
Morfydd Davies	Jobcentre Plus
Sarah Thomas	Jobcentre Plus (Swansea)
Mary Powell	Workplace Investigations

**Apologies**

Wendy Evans	Community Lives Consortium
Heidi Mountfield-Font	CCC
Linda Davies	DVLA
Derrin Stock	DVLA (HP Policy Group)
Denise Currell	Careers Wales West
Heather Hinkin	Aberystwyth University
Dr Liz Jones	EJA Research
Terena Davies-Tommason	Clybiau Plant Cymru Kids' Clubs

**1. Jane Nyhan of Chwarae Teg and Jane Rose of Mid & West Wales Fire & Rescue Service** welcomed everyone to the meeting of the South West Wales Work-life Balance network. Both Jane's introduced themselves and Jessica Collier, Chwarae Teg National Officer Co-ordinator.

Jane thanked Joy Ogeh Hutfield for giving her time to address the network. Thanks were also offered to Mid & West Wales Fire & Rescue Service for providing the venue and catering for the meeting.

**2. Liz Aitkin, T/Deputy Chief Fire Officer of Mid & West Wales Fire & Rescue Service** welcomed network members and opened the meeting.

### **Retained Firefighter Recruitment**

Network members or their contacts can receive an information pack regarding a career as a Retained Duty System Firefighter by contacting their local station or by visiting [www.mawwfire.gov.uk](http://www.mawwfire.gov.uk)

### **Free Home Fire Safety Check**

Network members or their contacts can arrange an appointment for a Free Home Fire Safety Check by contacting 0800 169 1234 or book online at [www.mawwfire.gov.uk](http://www.mawwfire.gov.uk)

### **3. Joy Ogeh-Hutfield, Director and Professional Coach "The Answer Lies Within"**

Joy introduced herself. Joy is the director of Lamajo training consultancy, which provides bespoke professional training and development services to organisations and businesses across England and Wales in the area of Equality and Diversity, Leadership and Management Skills.

Joy is also a professional Coach accredited by the International Coaching Federation (ICF) and has experience of working in the area of personal motivation, confidence and assertiveness and relationship building for over 10 years.

Joy is an inspirational motivational speaker with maximum impact. She has been invited as guest speaker at many major conferences and events including the British Association for Women in Policing (BAWP).

Joy facilitated an action packed session exploring the benefits of developing an ongoing professional relationship that enables individuals to produce extraordinary results in their lives, careers and businesses.

This taster session enabled individuals to develop mini achievable goals that can help sustain a work- life balance.

Joy opened the session with the following:

What is coaching?

- Coaching enhances the quality of our lives. It enables us to produce extraordinary results. Coaching raises our inner potential.

Why coaching?

- Coaching allows us to discover our goals. It enables us to take responsibility and to have the ability to sustain change.

What are the benefits?

- Coaching generates improved results and creates a more enthusiastic workforce. It saves money – helps staff to discover the areas that they are wasting too much time on.
- Workforce co-operation is increased and a sustainable WLB can be successfully nurtured.

Joy facilitated the following exercises with network members:

- What does your walk say about you?
- What does your hand shake say about you?
- List three values that are important to you. How does your definition of success fit within this?

#### **4. What's new in the world of Work-life Balance**

See Appendix 1

#### **5. Date of next meeting**

Jane proposed that the next network meeting will take place in Feb/Mar 2011. The venue, date and time will be forwarded to members once this has been arranged.

If any network member has ideas / topics for a network meeting or would like to be a WLB / flexible working case study, please contact Jane Nyhan

[jane.nyhan@chwaraeteg.com](mailto:jane.nyhan@chwaraeteg.com)

If any network member wishes to host a network meeting, please contact Jane Nyhan [jane.nyhan@chwaraeteg.com](mailto:jane.nyhan@chwaraeteg.com)

## Appendix 1



### **What's new in the world of Work-life Balance and Flexible Working**

#### **Chwarae Teg Solutions: Workplace training and consultancy, delivering solutions for people and places**

Chwarae Teg Solutions delivers pre-arranged courses in Management Skills, Coaching and Mentoring, Equality and Diversity, Flexible & Remote Working and Work-life Balance. We also deliver bespoke training & consultancy solutions to meet the exact requirements of your business, and as we are a not for profit organisation you benefit by having your solutions delivered by an impartial provider with over 17 years of workplace solutions experience. Visit [www.chwaraeteg.com/solutions](http://www.chwaraeteg.com/solutions)

#### **Government plans to extend right to request flexible working**

**The Government is planning to extend the right to request flexible working to parents with children below 18. This is currently only available to parents with children under 17, those with disabled children under 18 and carers of some adults.**

**The change will come in from April 2011 and officials say it will benefit 300,000 people.**

The Government also intends to launch a consultation later this year to look at extending the right to request flexible working to all employees. Chwarae Teg will be participating in this consultation.

<http://www.personneltoday.com/articles/2010/09/30/56647/government-announces-plans-to-extend-right-to-request-flexible.html>

## **Employers stop one in five workers from working from home**

The TUC claim that nearly 1 in 5 workers want to work from home but cannot because of their employer.

Even though there has been a rise in the number of people working from home, figures show that many more would like to. 4.5 million employees would like to work from home on a regular basis but are not allowed to do so.

To mark National Work from Home Day, organised by WorkWise UK, the TUC is offered five reasons why businesses can benefit from home working:

- Better staff recruitment and retention
- Improved motivation and productivity
- Improving the quality and reputation of the service
- Reduction of sickness absence and travel costs
- Infrastructure cost savings

<http://www.tuc.org.uk/workplace/tuc-18523-f0.cfm>

## **Relate survey suggests mid-life crisis 'begins in 30s'**

Relate has undertaken a survey which shows that many people in their mid-30s to mid-40s are unhappy. Of those taking part of the survey, more people in this age group said they feel lonely or depressed than in any other age category.

Of those surveyed:

- 21% of men and women aged 35 to 44 said they felt lonely a lot of the time
- The same proportion said they felt closer to friends than family
- 1/4 said they wished they had more time for their family
- 28% of 35 to 44-year-olds questioned said they had left a job because of a bad working relationship with a colleague
- 1 in 5 was worried about the current financial climate
- Working long hours, arguments, proper division of household chores and poor sex were cited equally by men and women as the most common sources of problems

<http://www.bbc.co.uk/news/health-11429993>

## **Review highlights gaps in childcare in Wales**

A review by the Welsh Assembly Government has highlighted significant gaps in the provision of emergency, out-of-school and holiday childcare provision across Wales have been highlighted in a review.

There are also fears that the situation could get worse because budget cuts and changes to the benefits system mean more parents are looking for provision.

The review, from a cross-party working group, found a lack of understanding about exactly where childcare is needed to support employment, and little support for disabled children, or those with additional needs.

Blaenau Gwent has the least provision, with just one childcare place per 23 children. Next come Neath Port Talbot and Rhondda Cynon Taf.

Consultants for Blaenau Gwent council estimate that parents who can't work in the area because of childcare difficulties cost the local economy £4.8m in earnings alone.

### **CHILDCARE PRIORITIES**

- Ensure there is enough good quality childcare in every locality
- Developing infrastructure, including links to regeneration and community projects
- More flexible and changing patterns to meet parent needs
- Supporting childcare enterprises
- Improve skills and attract more childcare workers - there are 18,978 in the sector in Wales, 2,400 businesses and 2,000 childminders
- Improved information to parents on options and finance available
- 'Joined up' programmes to meet local needs and provide consistent quality

*Source: Welsh Assembly Government paper, priorities for policy consideration*

<http://www.bbc.co.uk/news/10948885>

### **Childcare comes free from older generation**

New research carried out by [www.workingmums.co.uk](http://www.workingmums.co.uk) shows that grandparents are playing a vital role in helping parents return to work by looking after their children, often for free.

A survey of 2,000 working parents, mainly women, showed that almost half depended on their own mothers and fathers to help out with childcare so they could work, with two out of five using childminders, friends or other members of their family.

Just 4% of those surveyed by the online jobs website employed a nanny or au pair, with almost half of grandparents looking after children for free.

Two out of five mothers said the cost of childcare was preventing them from returning to work, with one in 10 of those polled paying more than £750 a month. One in four said childcare cost them £250 a month and a similar number paid between £250 and £750.

<http://www.walesonline.co.uk/business-in-wales/business-news/2010/08/26/childcare-comes-free-from-older-generation-91466-27137433/>