

Thank you for completing the NWW Survey

Over 1,400 staff replied to the **New Ways of Working Pulse survey** – 200 more than last year. We'll be analysing the results over the summer but the initial review suggests that NWW and hybrid working continue to be very positively perceived by the majority of staff who responded. A summary of last year's NWW pulse survey results is available on the [HR Support website](#)

Reminder to complete the OA1 Form

A revised OA1 Form has been uploaded onto the [HR website](#), please complete this before starting any outside appointments.

Support for staff

Following the successful launch of the [Menopause Network](#), which now has over 150 members, we wanted to highlight a few of the other ways the University also provides support for its staff.

Employee Assistance Programme

As of 6 July 2023, all University staff, their partners and dependants now have access to an [Employee Assistance Programme, delivered by Health Assured](#) – the UK's leading wellbeing provider. The service is available 24/7 and includes access to counselling, legal information, bereavement support, medical information and online Cognitive Behavioural Therapy. All staff also have access to a wellbeing app and portal offering Live Chat and a virtual library of wellbeing articles and guides. To find out more about the free and confidential services available to you and those you support in your department, visit [Health Assured | Staff Gateway \(ox.ac.uk\)](#).

Work + Family Space

University employees can register for free with [Work + Family Space](#), a University benefit that offers a 'speak to an expert' phone line giving advice and support on any Work+Family issues. There is also access to emergency back-up care, and a range of guides and webinars. To register you will need your employee number which you will find on your payslip or through HR Self-Service, and your SSO username (dept1234).

Flexible working and New Ways of Working models

[Flexible working](#) options help individual staff strike a better balance between work and family life. And the [New Ways of Working](#) Framework gives a more structured way to consider hybrid working models.

Support for carers

A number of initiatives to [support carers](#) are available. They include Carers' leave which gives carers some additional flexibility to deal with short-term requirements such as to set up and/or settle a dependant into a new care arrangement or to provide support to a dependant who has an acute caring need. Find out more about [support for carers](#).

Support for parents

There is a range of support available for parents, including: enhanced [paid family leave](#); subsidised, high-quality [childcare](#); fertility treatment leave; a returning carers fund; regular returning parent workshops. The Teams Channel, [Working Parents at Oxford University](#) provides a peer-to-peer forum for parents to ask questions and seek support. Find out more about [support available for parents](#).

Wellbeing: Thriving at Oxford

The [Thriving at Oxford](#) website brings together information about other sources of support from across the University.