

# Job-Sharing

We plan to scale our Job-Sharing offering to help double the number of job-shares by 2025.

## Who might this appeal to?

This will be a symbolic cultural shift for LBG, enabling all colleagues to progress their careers regardless of the hours they work. Line managers and hiring managers will play a crucial role in growing job-sharing across all business teams and grades:

- ✔ Those looking to reduce their hours without reducing their impact, including transition to retirement, second income outside of LBG etc.
- ✔ Those looking to build experience in a role that is less suitable for part-time working because it requires a presence of five days a week.
- ✔ Part-time colleagues looking for opportunities.

## Key information

- ✔ From January 2024 all job adverts will default to being available to job-sharers as well as for full-time colleagues.
- ✔ All hiring managers will be asked to embrace and consider job-sharing and redesign vacancies as needed to better enable job-sharing opportunities.
- ✔ A new job-sharing platform will be available to help colleagues match themselves with potential partners and then vacancies on Workday.

## Does it need line manager approval?

- ✔ No approvals required.

With effect from	Available to	Capture on Workday
January 2024	All colleagues	Yes