

# HPFT Employee Benefits



## NHS Pension

- ✚ One of the UK's best pension schemes, the NHS pension offers an excellent package of benefits.
- ✚ Visit: [www.nhsbsa.nhs.uk/pensions.aspx](http://www.nhsbsa.nhs.uk/pensions.aspx) for more information on NHS Pensions. Online seminars available.
- ✚ NHS pension seminars offered on-line, designed exclusively for NHS colleagues.

## Employee Support and Health & Wellbeing

- ✚ We offer a free, confidential counselling service for all staff. This is run by a small group of experienced, professionally qualified counsellors.
- ✚ We have a spiritual care team offering support to people of all faiths.
- ✚ The Trust has an equality and diversity staff network providing support for staff.
- ✚ The Trust recognises a number of trade unions and works in partnership with Unison, Unite, BMA and RCN to name a few.
- ✚ Reduced rates at participating health clubs and gyms across the county. To access this benefit, staff members need to provide evidence of their NHS employment when they register at their chosen gym.
- ✚ The Trust also hosts several initiatives for staff to keep healthy.



## Flexible working

- ✚ We have a range of flexible working options across the Trust including compressed hours, term-time contracts, part-time working etc.

## Staff Recognition

- ✚ As well as regular appraisal and local and corporate induction, the Trust also recognises its staff through:
  - Monthly Inspire Awards.
  - Compliment your Colleagues.
  - Long Service Awards
  - Annual Staff Awards.



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## Lease Car Scheme

- HPFT Knowles Fleet is a salary sacrifice car scheme which allows you to drive a brand-new car, funded by a reduction in salary.
- The scheme includes insurance, maintenance, and tyres for a fixed monthly amount, with no deposit payable or credit checks required. You can take advantage of HPFT's buying power to drive a brand-new car at a preferential rate.
- This, combined with the advantages of paying for your car through salary sacrifice, could save you money when compared to retail personal leasing schemes.



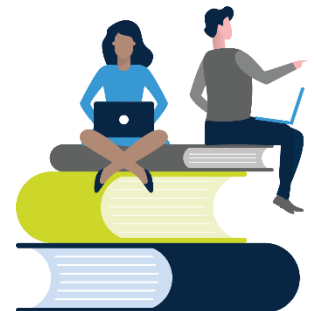
## Maternity/Paternity Pay & Shared Parental Leave



- Female staff with at least one year of service can benefit from up to a year of maternity leave, 8 weeks of which are with full pay, then 18 weeks at half pay plus Statutory Maternity Pay.
- The Trust also provides two weeks paternity leave for partners at full pay, for those with at least one year of service.
- There is also an option to get Shared Parental Leave (SPL) and Statutory Shared Parental Leave (ShPP). To start SPL or ShPP, the mother must end her maternity leave for Shared Paternity Leave or her Maternity Allowance or Maternity Pay for a Statutory Shared Parental Leave. There is flexibility in terms of the use of SPL as you can use it to take leave in blocks separated by periods of work instead of taking it all in one go. If you are adopting, then you or your partner must end early any adoption leave or adoption pay.

## Coaching, Mentoring Networking

- The Trust has a Coaching Network and trained coaches within the Trust are matched with staff of all disciplines to provide a powerful development opportunity.
- The coaching training itself is also an integral part of leadership and management development and is used as a platform to provide further development opportunities for line managers.
- For staff who wish to access mentoring options, mentoring relationships have also been developed within the Trust and externally across East of England.



# HPFT Employee Benefits

## Employee Discounts

- As a member of staff, you have access to a wide range of discounts. The most popular are: Blue Light Card and Health Service Discounts for in-store and on-line discounts, HPFT Theatre Club to save on theatre productions and Tickets for Good which offers free and discounted live event tickets to NHS employees.



## Vivup - HPFT's Employee Benefits Platform

- Vivup brings together all HPFT's employee benefits and wellbeing offers into one easy to access place. We want your wellbeing to be a priority.



## Wagestream

- HPFT have partnered with Wagestream, a financial toolkit that can help employees feel more in control of their finances.

Wagestream allows staff to track and instantly access their wages whenever they need to save direct from their salaries, and access financial education and support service.

## Free Eye Test and \*Glasses for VDU users

- Free eye tests at Specsavers will allow regular users of computers (whilst working) to have their eyes tested and, if necessary, a free pair of glasses if required for display screen use only.



## Travel Discounts

- HPFT is working with Arriva and First Bus, offering great discounts on bus travel.



# HPFT

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### Continued Professional Development Opportunities

- ✚ Leadership Academy - Staff have access to accredited leadership development through the National Leadership Academy Programmes and HPFT Leadership Academy
- ✚ Vocational Qualifications - At the Colonnades the Trust is accredited QCF, NVQ centre and offers a wide range of vocational opportunities.
- ✚ QCF Medication Unit for unregistered staff- This enables staff to gain professional qualification in recognition of their skills in the workplace.



### Refer a Friend

- ✚ The 'Refer a Friend' scheme assists the Trust in its efforts to address its current level of vacancies. It is a pilot scheme which will be trialled for a year. The scheme rewards are based on successful substantive recruitment to any post within the Trust.
- ✚ If your friend is recruited and starts employment with the Trust, you will be paid an initial £250 with a further £250 payment once your friend has successfully completed six months employment with Trust.

### Annual leave



- ✚ You get 27 days on starting, 29 days after 5 years and 33 days after 10 years' service (excludes bank holidays).
- ✚ If you already have NHS service, we will honour this in terms of your annual leave entitlement.
- ✚ Selling & Buying Annual Leave – You have the flexibility to alter your holiday entitlement by selling and buying annual leave. This scheme is all about giving staff additional choice and flexibility to their reward benefits package.
- ✚ 'Holiday of a Lifetime' scheme provides staff with the opportunity to take a specific period of extended paid leave that they have banked/accrued over a period of up to 10 years.

### Library

- ✚ The library is an important resource, supporting learning and research in the Trust.
- ✚ The library staff are committed to providing an efficient service, offering the latest and most appropriate collections, along with a study environment and advice and guidance for finding information.



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## Newly Qualified Nurse Preceptorship



- ✚ The aim of Preceptorship is for the newly qualified nurse to engage in a structured process of support and development, ensuring a safe and enjoyable period of transition from student to newly qualified nurse.
- ✚ The period of support, development and guidance will be for one year.
- ✚ The Preceptorship model used encourages the preceptee to engage in the development of professional skills, knowledge, and competency.
- ✚ An experienced practitioner will support you to openly discuss and reflect on your learning experiences.
- ✚ A statement of completion will be recorded for inclusion into your PREP portfolio.
- ✚ All newly qualified nurses will engage in a formal learning experience inclusive of 11 study days specific to your role as a newly registered nurse.

## Temporary staffing Via Bank

- ✚ There are many benefits to joining our staff bank. You will gain additional experience, keep your skills up to date, develop new ones and earn extra money.



## Schwartz Centre Rounds

- ✚ Schwartz Centre Rounds are open meetings that enable both clinical and non-clinical staff to share their experiences and acknowledge and explore the pressures that we all face.
- ✚ They are held monthly, for one hour and, depending on the time of day, breakfast or lunch is provided.



## Social Events

- ✚ The Trust is launching a Health and Social Committee and they will be actively planning programs of social events throughout the year.



## Free Car parking and Ulez free

- ✚ Free car parking on a selection of Trust work sites.
- ✚ As all our sites are based outside of the Ultra Low Emission Zone (ULEZ).