



Mersey Care
NHS Foundation Trust

Employee Benefits



SPREAD YOUR WINGS
and join the Mersey Care family

www.merseycare.nhs.uk

Our values

Values are a big part of Mersey Care and our processes: recruitment, recognition, continuous professional development, appraisal and leadership and we have an expectation of everyone to embrace them in all they do.

- **Continuous improvement:** Innovation, celebration, service excellence and quality
- **Accountability:** Commitment, agility, ownership, thriving teamwork
- **Respect:** Belonging, inclusion, respect, civility
- **Enthusiasm:** Compassionate and personalised care, engagement, communication, collaboration
- **Support:** Health and wellbeing, restorative just and learning culture, education and training.

Our vision is to lead the way in whole person, life long care that helps people live healthier lives.

Overall Trust rating is Good - Outstanding for well led and caring.



Work life balance

Having a work life balance is important. We offer 27 days annual leave for full time employees, increasing to 29 after 5 years and 33 after 10 years.

Flexible working requests are offered to all from the day you start with us. Registering on our staff bank allows you to add flexible shifts when you want.

People Promise



Our NHS People Promise is a promise we must all make to each other to improve the experience of working in the NHS for everyone.

We also offer adoption leave, special leave, career breaks and returning to work after retirement.

Reservists or cadet forces are entitled to 10 days paid leave (pro rata for part time) per annum.

Our unique Life Rooms are available for our employees and local communities, providing a safe and welcoming space to help improve mental and physical wellbeing, with advice on housing, employment, lifestyle and much more:

www.liferooms.org

We have volunteering opportunities at Mersey Care, for more info:

www.merseycare.nhs.uk/volunteering

Health and wellbeing

Occupational health and wellbeing services are available for all staff. They provide support for physical and mental health challenges and work with expert external providers to help with finances too.

The service runs health promotion programmes and initiatives to support colleagues to live well.

Programmes include:

- Self referral for physiotherapy, counselling and Cognitive Behavioural Therapy (CBT)
- Resilience workshops
- Menopause support
- Citizens' Advice verified partner referrals
- Mini health assessments in the workplace
- Weight management groups
- Physical activity sessions and events.

More information about health and wellbeing:

www.merseycare.nhs.uk/staff-wellbeing



Career development and progression

PACE 365 - bespoke values based annual appraisal system which guides meaningful conversations in addition to scope for growth conversations.

Email: paceandsupervision@merseycare.nhs.uk

Our unique Arrive, Strive, Thrive and Drive leadership programmes offer a range of leadership development for all levels of leaders across the organisation. Coaching is available for everyone.

Email: Leadership@merseycare.nhs.uk

We actively support our international health professionals, ensuring they develop and are supported in fulfilling their potential whilst at Mersey Care.

Talent for Care - raising awareness in health careers through work related learning, work experience and employability programmes. Helping develop long term career aspirations and gain relevant qualifications. We offer supported internships to help young people with disabilities gain work experience.

Email: TalentforCare@merseycare.nhs.uk

Over 45 different apprenticeships - opportunity for new and existing colleagues to learn and obtain qualifications while continuing to earn, enhancing future career development and progression.

Email: Apprenticeships@merseycare.nhs.uk

Benefits

We have many employee benefits including:

An ambition to become an anti-racist organisation with zero acceptance of racism, discrimination, and unacceptable behaviours from and towards our staff, patients and service users, carers and families.

Award winning restorative just and learning culture, fostering a culture on repairing harm rather than blame.

Disability Confident Employer - work adjustment passports and support with reasonable adjustments.

Staff recognition - annual Star awards, monthly employee and team of the month awards, thank you ecards.

Staff networks - Ability First, Multi Ethnic Colleagues, Dyslexia and Dyspraxia, LGBTQ+, Armed Forces and Women's network.

The Trust encourages everyone to feel comfortable to raise concerns, where necessary, with help and support from the Freedom To Speak Up Guardians.

We have been awarded Gold in the Defence Employer Recognition Scheme.

Each team has a canvas which enables them to work collaboratively on their goals and deliverables. Healthcare People Management Association Winner 2023 - Innovation of the year!

Up to 14 trade unions and associations available to join to support and represent employees.

Award winning bespoke preceptorship programme for all newly qualified nurses and allied health professionals.



Financial benefits

The NHS pension is one of the UK's best pension schemes. It's automatic enrolment when you join us, and we pay a contribution equal to 20.6% of your salary towards your pension:

www.nhsbsa.nhs.uk/nhs-pensions

You can get up to £500 every three months for each of your children to help with the costs of childcare. Tax free childcare via: **www.gov.uk/tax-free-childcare** or childcare vouchers are available to Trust employees (staff registered on a scheme or registered and TUPE transferred to the Trust) registered on a scheme before 4 October 2018.

Salary sacrifice schemes are offered for Home Electronics, Cycle to Work and Car Leases*. Spread the cost of items over an agreed period direct from your salary, with no credit checks, helping you manage your finances in a way that suits your budget.

Discounted bus travel pass - support with buying an annual season ticket with the cost spread over twelve months with a deduction from salary.

The Trust has engaged with Salad Money* who offer small value loans to key workers who meet their lending criteria.

Other discounts and savings: Health Service Discounts, Blue Light Cards, Simply Health.

For more information, visit:

www.merseycare.nhs.uk/our-benefits

EV charging and free car parking is available at selected sites.

*Eligible for selected employees.