



Sussex Community  
NHS Foundation Trust

# trust benefits





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# Introduction

At Sussex Community NHS Foundation Trust (SCFT) we are proud to offer our staff more than just a job – we offer them a place within a flexible, supportive and inclusive organisation committed to their health and wellbeing. This Benefits Brochure outlines some of the key benefits of joining our dedicated teams and award-winning services across Sussex.

Our staff work over a large area in community hospitals, schools and in the community and health centres. Whatever job role you have within the Trust there are benefits, development and support available to you.

Some of this comes from internal sources and departments and we also work with external partners who have expertise in their field.

From training to financial advice, and family support to feeling included, there's something for everyone!



# Wellbeing

## Wellbeing@Work Festival

An annual celebration, held every May, with a series of roadshows and taster sessions across the Trust offering you the chance to drop in, try new activities, and develop new skills.



[The Pulse > Supporting You > Health and Wellbeing](#)



## Lunch and Learn

Held every month across the Trust, and focused on topics relating to improving wellbeing and reducing our environmental impact. If you have a suggestion for future topics, or if you want to recommend a speaker, please email [hayleycarmichael@nhs.net](mailto:hayleycarmichael@nhs.net).

## Dare to Care

A staff engagement programme encouraging you to take steps to improve your working life and support a greener NHS. Dare to Care is part of our Care Without Carbon strategy for delivering sustainable healthcare by cutting carbon, saving money and supporting workforce wellbeing.



[carewithoutcarbon.org/dares](http://carewithoutcarbon.org/dares)

*Sign up to a dare today!*

## FREE health and wellbeing checks

If you're looking for ways to improve your health and wellbeing, our Occupational Health team offer advice and support around lifestyle choices such as smoking cessation, weight loss and exercise.



[The Pulse > Supporting You > Occupational Health](#)

## Health Assured

The Trust's employee assistance programme, offering confidential support for you and your immediate family. You can contact Health Assured on their free, 24/7 hotline, 0800 783 2808, download the Health Assured App on Google Play or iTunes, or visit [healthassuredeap.co.uk](http://healthassuredeap.co.uk).



[The Pulse > Supporting You > Health Assured](#)

## Occupational Health

Our Occupational Health team offer pre-employment screening, advice and support for staff and managers, occupational immunisation, occupational physiotherapy, occupational psychology, and workplace contamination management.



[The Pulse > Supporting You > Occupational Health](#)



# Support networks

## Freedom to Speak Up

If you are concerned about risk, malpractice or wrongdoing, please speak up and raise your concerns. If you are worried about something you have seen that you think is putting patients or staff at risk, or is illegal or wrong, please talk to your line manager, clinical lead, tutor or person in charge.

You can also talk to our dedicated Freedom to Speak Up Guardian, Allison Hawes:

**01273 666460, [sc-tr.raisingconcerns@nhs.net](mailto:sc-tr.raisingconcerns@nhs.net)**

 [The Pulse > Supporting You > Freedom to Speak Up](#)

## Trade Union

One of a trade union's main aims is to protect and advance the interests of its members in the workplace. Trade union members work together to achieve common goals such as better working conditions, wages and safer environments.

 [The Pulse > Supporting You > Trade Unions](#)

## Staff networks

The Trust supports a wide range of networks, which help us to create a safe, inclusive and diverse working environment that encourages a culture of respect and equality.

 [The Pulse > Our Trust > Equality and Diversity](#)

## BAME Network

The Black, Asian and Minority Ethnic (BAME) Network influences positive workplaces by addressing barriers and supporting BAME staff to achieve excellence.

 [sc-tr.bame.scft@nhs.net](mailto:sc-tr.bame.scft@nhs.net)



## Disability Network

The Disability Network offers support and guidance around disabilities including short and long term health conditions, sensory impairments, mental health issues, and learning difficulties and disabilities.

 [sc-tr.disability@nhs.net](mailto:sc-tr.disability@nhs.net)



## LGBT+ Network

The LGBT+ Network is open to all lesbian, gay, bisexual, trans and other sexual and gender minority staff and their allies, and empowers its members to express themselves freely and authentically.

 [sc-tr.lgbtnetwork@nhs.net](mailto:sc-tr.lgbtnetwork@nhs.net)



## Religion and Belief Network

The Religion and Belief (R+B) Network provides a safe forum for colleagues to explore expressing and incorporating aspects of spirituality into their professional lives.

 [sc-tr.religionandbelief@nhs.net](mailto:sc-tr.religionandbelief@nhs.net)



# Carers

## Carers' Health team

As a Trust, we are committed to supporting staff with caring responsibilities, and understand the challenges that carers can face. Our Carers' Health team develop individual strategies for each carer, aimed at reducing the strain of coping with their caring role: 01243 623521, [sc-tr.carerswellbeing@nhs.net](mailto:sc-tr.carerswellbeing@nhs.net).

## Employers for Carers

SCFT are members of Employers for Carers (EfC), a pioneering group of employers dedicated to supporting working carers. EfC provide expert advice, information and support to help people look after loved ones without putting their own lives on hold.

Please visit [www.efcdigital.org](http://www.efcdigital.org) – SCFT staff can use the code **#EFC1496** to access resources.



The Pulse > Supporting You > Employers for Carers

## Workplace Nurseries

The Trust is proud to have three workplace nurseries based in Brighton, Crawley and Hove. All three nurseries are rated 'Good' or 'Outstanding' by Ofsted.

Our nurseries are open 7am-7pm, have places available for children aged 12 weeks to five years, and accept childcare vouchers and government funded places.

Please get in touch or pop in to one of our nurseries to find out more: [sc-tr.sctnursery@nhs.net](mailto:sc-tr.sctnursery@nhs.net).



The Pulse > Supporting You > Health and Wellbeing > Family and Childcare Support > Nurseries



# Financial

## My Trust Benefits

A website with hundreds of great discounts and savings across retailers nationwide, helping you to save money. It also has free online learning courses offering advice on health and wellbeing.



[www.mytrustbenefits.co.uk](http://www.mytrustbenefits.co.uk)

## Salary Finance

A resource hub and employee benefits scheme helping you to develop financial wellbeing strategies, and become financially healthier and happier. Salary Finance provide a range of salary-linked financial wellbeing benefits.



[www.salaryfinance.com](http://www.salaryfinance.com)

## Credit Unions

An online directory of credit unions, which are cooperatives that offer their members access to financial products such as savings accounts and loans. Credit unions are especially beneficial to those that are looking to save or borrow money, but also to those who wish to bank more ethically than with high street lenders, while also helping their community.



[www.creditunions.co.uk](http://www.creditunions.co.uk)

## Fleet Home Electronics

A salary sacrifice scheme for home electronics products, supplied in association with Currys and PC World.

## Help to Buy

If you can't afford the mortgage on 100% of a new home, the government's Help to Buy: Shared Ownership scheme gives you the chance to buy as little as 25% or as much as 75% of a home and pay rent on the rest.



[www.help2obuy.gov.uk](http://www.help2obuy.gov.uk)

## Moat Homes

A leading housing association which owns and manages over 20,000 homes in South East England.



[www.moathomes.co.uk](http://www.moathomes.co.uk)

## Staff Direct

The Trust's bank workforce, which you can join if you wish to work additional hours to boost your income. Your bank hours are paid weekly, and as they do not accrue holiday time, a minimum of a 12.5% supplement is added to your usual hourly rate.

## Oaktree Finance

SCFT works with Oaktree Finance to help you plan the best retirement for you and your lifestyle. Retirement seminars are held throughout the year.



[The Pulse > Working Life > Human Resources > Retirement](#)

## NHS Pension

The NHS Pension Scheme is a voluntary pension scheme available to all NHS employees, and its benefits are paid in addition to the basic state pension.

# Travel

## Travel Bureau

Our one-stop-shop for staff and managers who'd like help reducing their business mileage, whether through route-planning, pool cars, public transport information or cycling schemes.



[The Pulse > Working Life > Transport and Travel > Travel Bureau - Sustainable Transport](#)

## NHS Fleet Solutions

Our salary sacrifice scheme for cars, so you can lease a car for both business and private use. Cars are leased over a three year period in exchange for an agreed percentage of your pre-tax salary, and come with full routine maintenance and comprehensive insurance for up to five drivers.

Please visit [nhsfleetsolutions.co.uk](https://nhsfleetsolutions.co.uk) – SCFT staff can use the reference **150** to obtain a quote.

## Lease Car Scheme

Provides staff with a new vehicle of their choosing which is available for both business and private use over three years.



[The Pulse > Working Life > Transport and Travel > Lease and Pool Cars](#)



## Pool Cars

We have a range of low-emission vehicles available for individual drivers or teams to book across the Trust. Unlike lease cars, pool cars can only be used for business journeys.



[The Pulse > Working Life > Transport and Travel > Lease and Pool Cars](#)

## Season tickets

Interest-free season ticket loans are available to all permanent staff, and those on fixed term contracts for over a year.



[The Pulse > Supporting You > Health and Wellbeing > Travel Bureau/Healthy and Smart Transport](#)

## Cycle to Work scheme

The Cycle to Work scheme is a government-backed salary sacrifice initiative that enables you to obtain a bike and/or cycling accessories to use for riding to work, whilst making tax and National Insurance savings on your gross pay.



[The Pulse > Supporting You > Health and Wellbeing > Travel Bureau/Healthy](#)



# Development

## Training courses

SCFT offer a wide range of internal and external training courses. Our Education and Training team are available to help you identify your personal training needs and provide advice on the most appropriate solutions.

 [The Pulse > Career Development > Training Courses](#)

## Professional development

At SCFT, we consider that it is important for all staff to have opportunities to develop their career. We have:

A Trust-wide preceptorship programme for newly qualified staff.

 [The Pulse > Career Development](#)

A bespoke programme for clinical support staff.

 [The Pulse > Career Development > Courses > Care Certificate](#)

An Administrators' Hub that includes information about resources and development options for administrative staff.

 [The Pulse > Career Development > Administrators' Hub](#)

A programme of courses and other learning opportunities for leaders and managers.

 [The Pulse > Career Development > Leadership Development](#)

An extensive portfolio of apprenticeship opportunities.

 [The Pulse > Career Development > Apprenticeships](#)

A process for applying for funding for external training.

 [The Pulse > Career Development > Funding Applications](#)

## Coaching and Mentoring

We have a network of coaches and mentors in SCFT who are available for all staff. Examples of when this might be helpful are for a career conversation, support in a new role or for those wanting to maximise their potential.

 [The Pulse > Career Development > Leadership Development > Coaching and Mentoring](#)



# Local teams

This brochure has described the benefits available to all SCFT staff as part of our Trust-wide commitment to wellbeing. If your teams offer additional benefits at a local level you can list them here:

**Team/service name:**

**Benefits:**



# Useful resources

## Wellbeing

 [sc-tr.scftwellbeing@nhs.net](mailto:sc-tr.scftwellbeing@nhs.net)

## Childcare

 [sc-tr.childcarevouchers@nhs.net](mailto:sc-tr.childcarevouchers@nhs.net)

## Development, training and career progression

 [sc-tr.organisational.dev@nhs.net](mailto:sc-tr.organisational.dev@nhs.net)



*Excellent care at the  
heart of the community*