

Employee benefits






Overview

We're delighted to offer a wide range of benefits to employees including:

- Cycle to work
- Counselling, financial, legal and health and wellbeing services via our Employee Assistance Programme 'Workplace Options'
- Access to internal health and wellbeing services
- Childcare vouchers
- Car leasing
- NHS Discounts
- Buying additional annual leave
- Flexible working options
- Leadership training and development, and a wealth of clinical learning and practice development opportunities

Local benefits

We're delighted to offer you a wide range of benefits. We've included a snapshot on the following pages – for full details please visit the staff intranet.



Health and Wellbeing



Cycle to work

If you travel for at least part of your journey to work by bike, take a look at the cycle to work vouchers on offer through Bikes for Staff. It allows you to buy bikes and accessories at a discounted rate from a range of shops across the UK. The scheme is open all year round.

Savings: Tax and National Insurance.

For more information visit the cycle to work section of the intranet.



Counselling service

If you ever need to discuss work or personal issues confidentially, you have access to a free, independent and confidential counselling service provided by Workplace Options. Support is available 24 hours a day, seven days a week.

For more information visit the counselling and advice section of the intranet.



Access to external financial, legal and health and wellbeing services

As an employee of the Trust, you have access to an Employee Assistance Programme, 'Workplace Options'. Workplace Options offers a range of support to help you better balance your work, family and personal life including access to financial, legal and health and wellbeing services.

For more information visit the counselling and advice section of the intranet.



Access to SHFT internal health and wellbeing services

As a healthcare provider, many of our services are available to our staff to support their own wellbeing, such as:

- Italk (psychological therapies)
- Recovery College education
- Critical Incident Stress Management
- Quit4life

Financial Wellbeing



Pension

There are two NHS Pension Schemes - the 1995/2008 Scheme and the 2015 Scheme. An overview of the schemes is available [here](#). Whilst there are some differences between schemes, they both include pension and lump sum on retirement, ill health retirement and Death in Service benefits. Your contribution is dependent on your full time equivalent salary but with an employer contribution of 14.38%. Pre-retirement pension webinars are advertised on our Pensions and Retirement intranet page.



Childcare vouchers

Do you pay for registered childcare? It might be cheaper for you to pay for it with childcare vouchers purchased through Fideliti and deducted from your salary.

Savings: National Insurance.

For more information visit the help with childcare section of the intranet.



Car leasing scheme

In the market for a new car? You may qualify for a lease car from the wide fleet available from GMP Drivercare. GMP also offer a personal leasing scheme called GMP Yourdrive for those staff that do not meet the criteria for a Trust lease. For more information visit the Lease cars section of the intranet.



Key worker housing eligibility

There are a set amount of properties available from each housing association that are reserved exclusively for the use of key workers. Clinical NHS workers (excluding Doctors), subject to meeting certain criteria may be eligible for these homes. Please take note that eligible job roles may vary between local authorities, in order to establish definitive judgments it is advisable to contact local Home Buy Agents.



NHS Discounts

As an employee of the Trust you have access to health service discounts on a range of products and services. For more information visit the discounts section of the intranet, have a look and see what you might save on holidays, shopping and more!

Lifestyle



Buying annual leave

Did you know that you can apply to buy to ten days' of holiday a year?

Savings: Tax and National Insurance.

For more information download the Annual Leave Policy and Procedure from the intranet.



Flexible working options

We are committed to helping staff balance the demands of both their work and personal needs through flexible working and retirement arrangements.

For more information download the Flexible Working and Mobile and Home Working Policies from the intranet or search the LEaD website for information on pre-retirement preparation courses.

Learning, Education and Development



Your **learning, education and development** are in good hands. The Trust's LEaD department offer support and access to a comprehensive range of opportunities to support you in your current role and beyond. Visit the LEaD section on the intranet for information about clinical learning, education in practice, management and leadership development and much more.