

Employee benefits



We will provide you with a range of benefits for working for us and we've highlighted some below.

These should be read in conjunction with your [Total Reward Statement](#), which gives you a personal summary of your reward package.



Pay and conditions (Agenda for Change)

Pay

The Agenda for Change pay bands can be found [here](#). There are also pay enhancements to reward out of hours, shift and overtime working.

Annual Leave

We offer 27 days, plus eight bank holidays. This rises to 29 days after 5 years' service and 33 days after 10 years' service.



Pay and conditions (medical)

Pay

The medical rates of pay can be found [here](#).

Annual Leave

Junior Doctors – 27 days (on first appointment to the NHS – includes 2 extra-statutory days), plus 8 bank holidays. This rises to 32 days after 5 years' service.

Consultants – 6 weeks and 2 days depending on service, plus 8 bank holidays and 2 extra-statutory days.

Speciality doctors – up to 6 weeks depending on service, plus 8 bank holidays and 2 extra-statutory days.

Professional leave

To help your professional development, we offer up to 30 days' professional leave a year for junior doctors (f1 doctors 15 days). For consultants and speciality doctors we offer up to 30 days' in any period of 3 years. This depends on your contract of employment so please ask Medical Staffing for information.



NHS Pension Scheme

The NHS Pension Scheme continues to be one of the most comprehensive schemes available in the UK. Membership of the NHS Pension Scheme is automatic when you join us and, as your employer, we pay a contribution equal to 14.3 per cent of your salary towards the cost of your pension.

Key features of the scheme are available in this [infographic](#).



Travel benefits

Cycle to work

Get a brand new bicycle at a discounted rate and benefit from tax and national insurance savings by paying for it through your salary. Choose from a range of bikes to suit your needs. Please contact Cycle Solutions on 0330 100 2480 or visit this link www.cyclesolutions.co.uk.

Ultra-low emission car salary sacrifice scheme

We offer a salary sacrifice scheme for brand new, ultra-low emission cars. Benefit from tax and national insurance savings by paying for your car through your salary. Please contact 0333 400 7431 or email EETeam@@ss4c.com.

Car Parking

Permits are available for staff using the Trust's onsite & off-site parking facilities. Visit the intranet [Services/Travel & parking page](#) or email cpat@uhnm.nhs.uk.

Public transport discounts

If you travel to work by public transport, we offer a SMART year bus pass, please visit <http://uhns/services/travel-parking/> or telephone Michelle Harris-Sustainability Manager on 01782 671504.

Relocation

Interested in working at UHNM, but live too far away? Our removal expenses policy could offer some assistance (subject to eligibility criteria.)





Family friendly benefits

Tax-free Childcare

You can get up to £500 every 3 months (£2,000 a year) for each of your children to help with the costs of childcare.

If you get Tax-Free Childcare, the government will pay £2 for every £8 you pay your childcare provider via an online account. You can use it to pay for approved childcare.

You can get Tax-Free Childcare at the same time as 30 hours free childcare if you're eligible for both. To apply visit <https://www.gov.uk/apply-for-tax-free-childcare>

Flexible working

Our range of flexible working options are designed to help you, as a parent or carer, balance your work and home life.

Occupational maternity leave – our occupational maternity leave package includes 8 weeks full pay, 18 weeks half pay, 13 weeks statutory and 13 weeks unpaid. Criteria apply.

Paternity leave – ordinary paternity leave entitlement is 2 weeks paid leave to be taken within 8 weeks of the baby's birth. Additional unpaid paternity leave of 2 to 26 weeks is available from 20 weeks after the baby is born.

Adoption leave – occupational adoption leave is made up of 8 weeks' full pay, 18 weeks half pay, 13 weeks statutory and 13 weeks' unpaid leave. Criteria apply.

Shared parental leave – you can have an entitlement to shared parental leave so that you can have more flexibility in how to share the care of your child in the first year following birth or adoption. Criteria apply.

Parental leave – unpaid leave of up to 18 weeks for each child up to their 18th birthday.



Learning and development (<http://uhns/home/education/>)

Helping you develop in your role and as an individual is important to us. We offer a broad range of learning and education opportunities throughout your career. We will invest in you and consider funded education assistance as part of our vision to become a world-class centre of clinical and academic achievement.



Discounts and leisure benefits

Health service discounts (Previously NHS Discounts)

UHNM employees have access to Health Service Discounts. These are nationally available to NHS staff from many national and international organisations. To see what is on offer, follow this link www.healthservicediscounts.com

Local UHNM health discounts

Our [staff benefits booklet](#) packed with discounts available from many local businesses

Save on your shopping

Save money on the essentials by using our prepaid grocery cards from large retailers

Like dining out?

Take advantage of your NHS discount of up to 25 per cent. We've negotiated discounts with local restaurants. A number of national chains also offer an NHS discount.

Home electronic / Phones salary sacrifice schemes

2017 saw some [Legislative changes to salary sacrifice](#). This includes home electronics and mobile phones (details available at www.benefitsbrochure.com (Connected Benefits) or via 01252 784540 .



Recognition and long service awards

Recognition scheme

We operate a range of recognition schemes for our people. Nominate a colleague for a job well done or for demonstrating our values by sending them one of our "leading with compassion" cards and entering them into our annual awards.

Long service recognition & retirement awards

Celebrating the loyalty of our staff is important to us. We recognise long service with a certificate provided by a senior manager for those who have worked for the Trust for 20, 30 and 40 years and provide 1 additional leave day for the 20th year of service. We also hold a long service and retirement awards ceremony.





Health and wellbeing

Having a healthy workforce is important to us. We have a rolling programme of events for the health and wellbeing of our staff. The events vary from a simple awareness raising campaign to health checks to discounted complimentary therapies available on site:

- Emotional wellbeing sessions
- Physiotherapy referral
- Occupational health services
- Counselling services



Stress Management & sickness absence policies

The Trust recognises that occasionally employees experience ill health and need to take time away from work. In order to try to ensure that employees do not experience financial difficulties during these times, the Trust offers a very generous occupational sick pay scheme.

Walking routes, ping pong & sing song

Exercising in a social environment is good for the mind and the body. Go for a walk or have a game of ping pong. If you love music, our choir & orchestra will be right up your street.

Pot Luck - Our Staff Lottery

Fancy your chances of winning big? Why not enter our very own lottery. With monthly prize draws with over £2000 of cash prizes to be won and additional special Grand Prize Draws. It's well worth joining! Email potluck@uhnm.nhs.uk or call Charitable Funds on 01782 676446.

Trips Out

We organise regular subsidised staff trips at specially discounted rates with something to suit everyone. Popular days out include the Good Food Show, visits to the seaside and varied shopping trips. Email stafftrips@uhnm.nhs.uk or call Charitable Funds on 01782 676446.

