Employee benefits
We will provide you with a range of benefits for working for us and we’ve highlighted some below:

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 five years service and 33 days after ten years service.

We also offer the opportunity to buy or sell up to one weeks annual leave per year. Terms and conditions apply.

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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 two extra-statutory days), plus eight bank holidays. This rises to 32 days after five years service.

Consultants - six weeks and two days depending on service, plus eight bank holidays and two extra-statutory days.

Specialty doctors - up to six weeks depending on service, plus eight bank holidays and two extra-statutory days.

We also offer the opportunity to buy or sell up to one weeks annual leave per year. Terms and conditions apply.

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 specialty doctors we offer up to 30 days in any period of three years. This depends on your contract of employment so please ask HR 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.

The 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 your it through your salary. Choose from a range of bikes to suit your needs.

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.

Public transport discounts
If you travel to work by public transport, we offer a green travel scheme with a 15 per cent discount on the regular price of an annual travel pass. Spread the cost by paying in instalments, deducted from your salary, rather than in one lump sum.

Training and development

Helping you develop in your role and as an individual is important to us. We offer a broad range of training and development opportunities throughout your career.
Family friendly benefits

Childcare vouchers
Save on the cost of childcare with our voucher scheme. Use part of your salary in the form of childcare vouchers to benefit from tax and national insurance savings and use the vouchers to help pay the costs of 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 eight weeks full pay, 18 weeks half pay, 13 weeks statutory and 13 weeks unpaid. Criteria apply.

Paternity leave - Ordinary paternity leave entitlement is two weeks paid leave to be taken within eight weeks of the baby's birth. Additional unpaid paternity leave of two to 26 weeks is available from 20 weeks after the baby is born.

Adoption leave - Occupational adoption leave is made up of eight weeks full pay, 18 weeks half pay, 13 weeks statutory and 13 weeks unpaid leave. Criteria apply.

Shared parental leave - You 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.

Recognition and long service awards

Recognition scheme
Nominate a colleague for a job well done or for demonstrating our values by sending them one of our thank you cards and entering them into our annual awards.

Long service awards
Celebrating the loyalty of our staff is important to us. We recognise long service with a gift for those who have worked in the NHS for 25 and 40 years.
**Discounts and leisure benefits**

**Save on your shopping**
Save money on the essentials by using our prepaid grocery cards from large retailers with up to seven per cent off when you top up your card.

**Cinema vouchers**
We give staff access to discounted cinema tickets. Sign up through our reward team to find out more and access up to 25 per cent off your next trip.

**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.

**Health and wellbeing**
Having a healthy workforce is important to us. We offer a number of services to staff including:

- on site gym facilities
- meditation and mindfulness sessions
- yoga and pilates run by colleagues on site
- smoking cessation
- fast-track physiotherapy referral
- occupational health services.

**Walking and running clubs**
Exercising in a social environment is good for the mind and the body. Join colleagues once a week at our well established clubs organised by staff members. Both meet on Tuesday and Thursday evenings and cater for all ages and abilities.