

# Our Staff Benefits

South London & Maudsley NHS Foundation Trust



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# Financial



## Pay and Annual leave

### Pay

NHS salaries are determined by Agenda for Change bands and these can be found [here](#).

### Annual Leave

Depending on your length of service you could receive up to 33 days of annual leave and public holidays as well as the chance to apply for special leave and career breaks. This is what you will receive:

- ✓ 27 days on appointment
- ✓ 29 days after 5 years' service
- ✓ 33 days after 10 years' service



## Hastee Pay

Employees are able to receive 50% of their pay on the day that they earn it through payment platform Hastee, as part of the organisation's financial wellbeing strategy.

Employees can also receive personal loans, secured loans and give you all the help and advice you need to better manage your finances.

Click here to know more <https://www.hastee.com/>

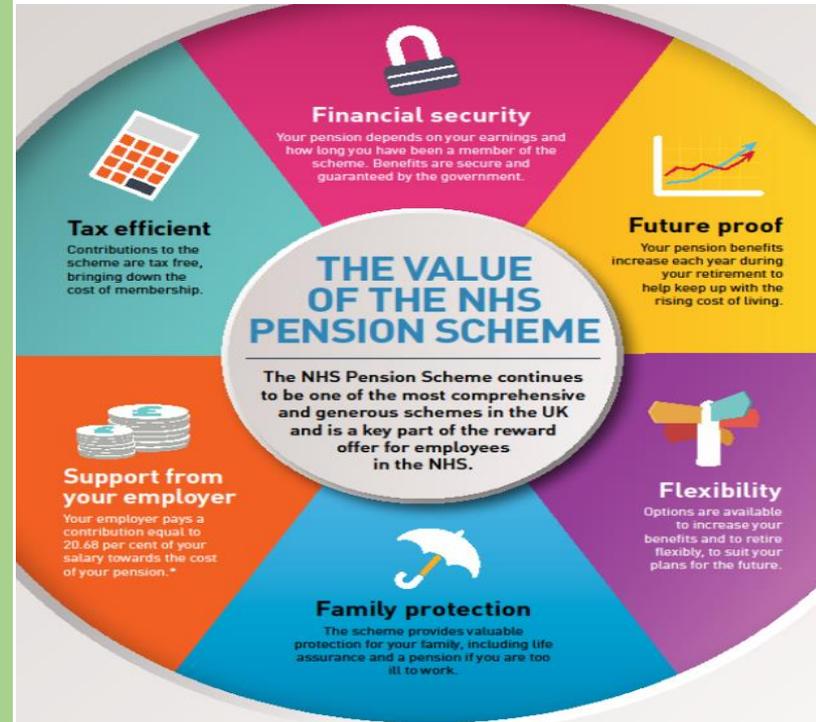


# Pensions

The NHS Pension Scheme continues to be one of the most comprehensive and generous schemes in the UK and is a key part of the reward offer for employees in the NHS. The employer pays up to 20.6% of your yearly annual salary into your pension, which is in addition to the employees contribution of up to 14.5% . Your pension contribution is depending on your salary:

Annual Salary	Pension Contribution
Up to £15,431.99	5%
£15,432.00 to £21,477.99	5.6%
£21,478.00 to £26,823.99	7.1%
£26,824.00 to £47,845.99	9.3%
£47,846.00 to £70,630.99	12.5%
£70,631.00 to £111,376.99	13.5%
£111,377.00 and over	14.5%

Click [here](#) to know more.



# Travel Benefits



## Car lease scheme

All permanent staff are able to apply for the lease car scheme. Staff who have to use their car for work purposes are able to apply for a subsidy towards the cost of the lease car. The scheme also supports staff looking to purchasing hybrid and electric vehicles.

For further details please contact [transport@slam.nhs.uk](mailto:transport@slam.nhs.uk)



## Season Ticket Loan

Our Trust is committed to supporting staff using public transport to travel to work to reduce the carbon footprint in an effort to maintain a healthy workforce.

All staff with a minimum of three months service are eligible to apply for an interest free season ticket loan. You can find out more on Maud.



## Staff Car Park

The Trust provides free parking on the majority of its sites however staff will need to apply for a staff parking permit at the Lambeth and Maudsley hospital sites and meet set criteria. Parking provision on hospital sites operated by other Trusts and community sites varies and sBestaff are advised to contact their onsite management for further details.

To apply for a permit please email [transport@slam.nhs.uk](mailto:transport@slam.nhs.uk) for further details.

# Family Friendly Benefits



## Maternity, Paternity, Adoption and Parental Leave

**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** – our paternity leave package includes 2 weeks paid/unpaid leave (based on an employee's normal working week) and reasonable paid time off to attend ante-natal classes. Criteria apply.

**Adoption Leave** – our 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.

**Parental Leave** – our parental leave for parents of children under 18 allows parents to take up to four weeks of unpaid leave per child in any 12 month period to care for the child/children, up to a maximum of 18 cumulative weeks.

We also offer paid **bereavement/compassionate leave** and **careers leave**.

# Staff Discounts



## NHS Discounts

### **Bluelight card**

With Bluelight card you can get up to 50% discounts on over 13,000 local and national retailers including websites like Asos, PizzaHut, Superdry, Myprotein, New Look and much more.

Getting a card is easy, sign up [here](#)

### **Health Service Discounts**

You can access travel and holiday deals, hotel discounts, restaurant deals, mobile phones discounts and hundreds more discounts at Argos, Currys PC World, Apple, Sainsbury's, Asda, Waitrose, BT and much more, click [here](#) to register and to know more.

# Equality, Diversity and Inclusion

We are proud Members of Stonewall Diversity Champions programme. The Trust are members of Stonewall Diversity Champions programme. Stonewall is Europe's biggest charity championing LGBT Inclusion.

We are a Disability Confident Employer, committed to disability Inclusion within our workforce.

## Staff Networks

The Trust supports a wide range of networks for staff to join, express opinions and work towards increasing awareness and raising diversity and equality of the Trust for staff and service users.

- Black Minority Ethnic Staff Network
- Diverse – ability (Disability) Staff Network
- LGBT Staff Network
- Lived Experience Network



# Health and Wellbeing



## Health and wellbeing

We offer lots of support for staff to help you look after your health including:

- Employee Assistance Programme through Care First
- Access to individual confidential psychological support through the pandemic
- Health and Wellbeing Training for Managers and leaders
- Fast track access for staff to physiotherapy services
- Supporting staff after verbal and/or physical abuse or assault
- Occupational Health
- Guardian Service: Freedom to speak up
- Spiritual and pastoral care

We also support a number of Health and Wellbeing national campaigns such as Alcohol awareness, Mental Health awareness, Flu Fighter, Stop Smoking and #Hellomyname is.



## Flexible Working

We offer Flexible working opportunities to support our staff to have a healthy work life balance, which you can now discuss with the Recruitment Team from your very first interview via our “*Happy to talk flexible working*” scheme.

We have a number of different options to suit your needs including *compressed working week, flexi-time, job sharing, term time working, part time working, voluntary reduced working hours, working from home, staggered hours, roster flexibility* and more individualised options.



## Agile Working

The Trust offers an agile working environment that empowers staff to build flexibility into their day-to-day, supporting work-life balance

By bringing people, processes, connectivity, technology, time and place together we encourage our staff to find the most effective ways of working – that work for them.

This includes the option of some home working; arrangements vary for each team and are subject to agreement with service managers.



# Recognition



## SLaM Star programme

Each area of the business gets a turn throughout the year to nominate colleagues for a SLaM Star Award based on how their colleague demonstrate our Trust's five commitments.

The winners, selected by deputy directors and directors, will be presented with their coveted SLaM STAR badge and certificate by senior leaders at the trust.

It's a great opportunity to celebrate the brilliant achievements of staff working in different parts of the trust. Plus, the presentation is often a surprise for the winner – we encourage cake and party poppers!



## Covid-19 Special Recognition Awards

In December 2020, we held a special awards ceremony to recognise the work of colleagues during the first wave of the coronavirus outbreak.



## Annual Staff Awards

Our Staff Awards recognise the efforts and achievements of our dedicated staff who go the extra mile to improve the lives of the people and communities we serve. In 2019 the Staff Awards were generously supported by the Maudsley Charity, which funds a wide range of projects across the Trust.

The awards are a night for us all to recognise the best of our services and staff's dedication and commitment to delivering high quality mental health services for our patients.



# Career Development

## Learning and Development

In SLaM we offer;

- A library service that provides book loans, e resources, literature searches etc
- A Learning Management System known as LEAP where a record of all your learning is collated, bookings can be made and resources can be downloaded
- Trust induction also known as Trust Values Day as in introduction to the Trust
- A comprehensive portfolio of mandatory and statutory training to support you to do your job safely and well
- Regular training events to meet the ever changing training needs of the workforce eg ECG training, phlebotomy training, leadership
- CPD surgeries where you can discuss your career options
- Opportunities for 'on the job' career development





## Apprenticeships

An apprenticeship is simply formal on-the-job learning and are for everyone – from Level 2 (GCSE level) to Level 7 (post-graduate or masters level). Apprenticeships provide routes into a variety of different careers and are an excellent opportunity to earn, gain work experience, develop skills and achieve nationally recognised qualifications at the same time.

There is a full range of apprenticeship standards that are linked to healthcare which can be found here <https://haso.skillsforhealth.org.uk/standards/>.

We offer an ever expanding number of apprenticeships in several different areas, including:

- Healthcare support worker
- Business administration
- Customer service
- Pharmacy
- Finance
- Digital
- Leadership and management
- Nursing
- Occupational Therapy
- Psychology

Please email all enquiries to [apprentice@slam.nhs.uk](mailto:apprentice@slam.nhs.uk)