

# Benefits of working for the NHS

## Eye Care Voucher Scheme

Employees that are users of display screen equipment can apply for a voucher which they can take to Specsavers to cover the cost of their eye sight test.

## NHS Discounts

Blue Light Card: This gives you the ability to save money with discounts and money off various things, such as retail, restaurants, holidays and more...

There are also other services which offer discounts for NHS Staff, many companies now have this in place.

## Pay Enhancements, Personal Development and Career Progression

The NHS is committed to offering learning and development opportunities for all full-time and part-time employees. Everyone has access to extra training and be given every chance to progress within the organisation.

You will receive an annual personal review and development plan to support your career progression, and you'll be encouraged to progress through the Knowledge and Skills Framework.

## Maternity, Paternity and Parental leave

If you are employed and pregnant, you are entitled to 52 weeks (1 year) of maternity leave, no matter how long you've worked for your employer.

You are entitled to 8 weeks of full pay Maternity Leave and 18 weeks of half pay then an additional 13 weeks of SMP or MA.

Paternity Leave: You may have the right to up to 26 weeks' Additional Paternity Leave.

## Wage Stream

Wagestream is a financial planning app that gives you complete control over your pay. It gives you the visibility over your past and future earnings. The app shows much you've earned for each assignment, check your bank shifts have been logged, and access up to 30% of your earnings when you choose.

## Annual Leave

When you join: 27 days +8 Bank Holidays

After 5 years' service: 29 days +8 bank holidays

After 10 years' service: 33 days +8 Bank Holidays

You can also buy and sell holidays.

## Cycle to Work Scheme

Staff who cycle to work have the opportunity to buy bike and safety equipment from a number of specific local bike shops and pay for it tax free via salary sacrifice over 12 months.

## Car Lease Scheme

You can swap some of your salary before tax for a brand new car that is fully maintained. There is never a deposit to pay and everything is included; motor insurance, all servicing, maintenance and repairs, MOT costs, road tax and breakdown assistance.

## Sick Leave

The trust understands that when you are sick, this isn't something that you can necessarily prevent and wants to ensure that there isn't added pressure of not being paid. An Occupational Sick Pay scheme is therefore in place for all trust employees.

Up to 12 months Service: One month – Full Pay, Two months – Half Pay

This extends to six months of full pay and 6 months of half pay when you have done more than 5 years' service.

## NHS Pension

The NHS Pension Scheme is one of the most generous and comprehensive in the UK. Every new employee automatically becomes a member and you will get an excellent package of pension benefits. The NHS contributes 20.6% to your pension.

## Health and Wellbeing

By listening to our staff we can develop wellbeing campaigns and initiatives which are specifically tailored to your health and wellbeing needs. We receive this information through the Pulse Survey and the Annual National Staff Survey.

Come and Join our  
team ...

