

Our rewards and benefits

Our [People Promise](#) builds on belonging in the NHS; it embraces our values, including a commitment to equality, diversity and inclusion and remunerating our people with competitive salaries. We want our people to enjoy coming to work feeling healthy, happy and appreciated.

Our people are at the heart of our rewards and benefits and rewards package. Our package aims to support our employees' health and financial wellbeing.

Our key benefits

 Generous annual leave entitlement (starting from 27 to 33 days pro rata, 8 bank holidays). See our [Agenda for Change handbook](#)

 Inclusive [flexible working options](#) to enable our employees to balance their working life and other priorities

 [Retire and return options/flexible retirement](#)

 Value in joining the generous [NHS Pension Scheme](#)

 [Occupational sick pay](#)

 A [health and wellbeing support package](#)

 [Let's Connect](#) – enable to purchase laptops, phones and more

 [Maternity, parental, adoption and shared parental leave and pay](#)

 [Employment/career breaks](#) and arrangements for [special leave](#)

 [Cycle to Work scheme](#)

 [Access to free eye tests and spectacles discount](#)

 [GymFlex](#) offering discounted gym membership

 [NHS Fleet Solutions](#) enables colleagues to lease a vehicle

 [Financial wellbeing support](#), with a vast array of NHS discounts

 [Salary Finance](#) focuses on tools to manage your money better

We offer a competitive salary, flexible hours and welcoming office spaces

Our employees' contracted hours can be full-time or part-time. We also offer flexible working patterns, such as flexible hours, flexible working bases, compressed hours or job sharing.

You can explore our NHS pay scales in our [NHS Terms and Conditions](#) and [NHS Agenda for Change pay scales](#). We have separate pay frameworks for Executive Senior Managers (ESMs).



Learning and development opportunities

We are passionate about nurturing and developing our people and offer many career development opportunities.

-  [‘Development For All’](#) offer with a wide range of education and development opportunities
-  [Health and wellbeing](#) webinars and resources
-  [Coaching and mentoring](#) for access and opportunities to develop skills
-  [Personal effectiveness](#), helping to bring your best every day; with sessions in motivation, problem solving, IT skills, influencing skills
-  [Employee volunteering opportunities](#)

-  [Leadership management courses](#) and [Leadership Academy courses](#)
-  [Study days](#)
-  [Secondment opportunities](#) and [internal inclusive recruitment](#)
-  [Apprenticeship opportunities](#)
-  [Team development](#) to fulfil your role
-  [Equality, diversity and inclusion](#) resources



Health and wellbeing offers

To ensure you feel supported, we offer a wealth of health and financial wellbeing offers and other valuable support to ensure our people are looked after.

-  [Corporate induction](#) ensuring new starters get the best welcome, with IT equipment to fulfil your role
-  Our [Employee Assistance Programme](#), a confidential counselling service
-  [Occupational Health](#) to keep employees healthy and safe in the workplace
-  Free and easy access [health and wellbeing apps](#)
-  Access to [money and pension support](#) for independent and impartial advice
-  Commitment to addressing [Workforce Race Equality Standards \(WRES\)](#)
-  Support for [carers and childcare resources](#)
-  Active and diverse [Staff Networks](#), offering a safe place to share experiences
-  [Freedom to Speak Up Guardians](#), to speak to someone independently
-  [Trained Mental Health First Aiders](#)

