



Employee Benefits





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 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 bank holidays. This rises to 32 days after 5 years' service.

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

Speciality doctors – up to 6 weeks depending on service, plus 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.

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. We are foster friendly. Criteria apply.

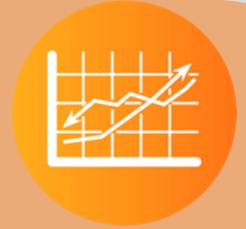
Shared parental leave –you can have an entitlement to shared parental leave so that you can have more flexibility in how to share the care of your child in the first year following birth or adoption. Criteria apply.

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



Staff Support and Counselling Service

The Staff Support and Counselling Service is a confidential, short term counselling service offering support to all staff for a variety of issues. **The service is strictly confidential** and no one will be made aware of your association with the service unless you tell them. You cannot be sent for counselling – the only person who can make your appointment is you.



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 [here](#).



ENRICH Network



We know that people of colour/ethnic minority heritage have been subject to a range of inequities in employment, healthcare and in wider society. Our ENRICH Network get together for regular meetings throughout the year, highlight and celebrate related national days, share training and webinars and anything else you feel relevant to our group



'Hi everyone, welcome to our ENRICH Network, our network for people who identify as having ethnically diverse heritage or as being 'people of colour' Please feel free to contact Sarah on MS Teams or by email: Sarah.Wanjiku@combined.nhs.uk



Combined Ability Network (CAN)



We will be looking at ways to make the group more inclusive/accessible for everyone and raising awareness of all the different types of disabilities. We are keen as a network to make positive change for colleagues and service users with disability alike.



'Hi everyone, welcome to our Combined Ability Network (CAN). I'm Deb Rich – my role within the Trust is Recruitment Administrator and I am the lead of the CAN staff network group.' Please feel free to contact Deb Rich on MS Teams or by email:

Deborah.Rich@combined.nhs.uk Deb is usually available on Wednesdays, but will get back to you as soon as she can.

Different Abled Buddy Scheme



This scheme will provide support to new and recently recruited staff who identify as having a disability/neuro-divergence. It aims to help support staff to become established in their new role and guide them in accessing appropriate support. Please feel free to contact Lesley Faux on MS Teams or by email:

Lesley.faux@combined.nhs.uk





Lesbian, Gay, Bi and Trans+ (LGBT+) Network



Staff Network



It is well recognised that people who are LGBT+ have been subject to a range of inequities in employment, healthcare and in wider society. We will get together for regular meetings throughout the year, highlight and celebrate related national days, share training and webinars and anything else you feel relevant to our group. We have achieved Bronze Rainbow Badge Status.

'Hi everyone, welcome to our LGBT+ Staff Network. I'm Stevan Thompson –my role within the Trust is as an Activity Coordinator on Ward 6 and I am the lead of the LGBT+ staff network group.' Please feel free to contact Stevan on MS Teams or by email: Stevan.Thompson@combined.nhs.uk

Discounts and Leisure Benefits



Health Service Discounts (Previously NHS Discounts)

Our employees have access to Health Service Discounts. These are nationally available to NHS staff from retailers. To see what is on offer, follow this link www.healthservicediscounts.com

Local NHS Health Discounts

Many local businesses provide discounts on products and services for NHS employees via their own schemes.

Discounts and Leisure Benefits



Bluelight Card

All NHS staff can apply for a BlueLight Card. To see their current offers click [here](#)

Save on Your Shopping

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

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.

Salary Sacrifice Schemes

Discover a world of worthwhile benefits through our employee benefit partner, Vivup! This includes discounted electronics, gaming, fragrances, home furnishings and much more



Learning and Development

Here at Combined, we believe that development of our staff is crucial and therefore we offer work-based training for existing and new recruits. Apprentices can be new recruits to the trust or existing members of staff. Undertaking an apprenticeship should not affect your job title or pay band as long as you are in the role for which there is a relevant apprenticeship standard. Apprentice qualifications are available to existing staff of any age, relate to specific roles and range from Level 2 (equivalent to GCSEs) to Level 7 (equivalent to a masters degree). It is also an opportunity to identify areas for growth and improvement and inform suitable Personal Development Plans (PDPs)