

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 after ten years service.



Pay and conditions (Medical)

Pay

The medical pay rates can be found **here**



Annual Leave

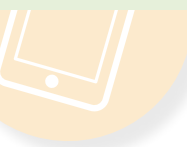
Junior Doctors – 27 days (on first appointment to the NHS – includes two extra-statutory days), plus eight bank holidays. This rises to 32 days after five years service.

Speciality Doctors – up to six weeks depending on services, plus eight bank holidays and two extra-statutory days.

Consultants – up to six weeks and two days depending on services, plus eight bank holidays and two extra-statutory days.



Professional Leave – 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 three years.





NHS Pension Scheme

The NHS Pension Scheme continues to be one of the most comprehensive schemes available in the UK. Membership of the scheme is automatic when you join us and as your employer we pay a contribution equal to 20.68% of your salary toward the cost of your pension.

The key features of the scheme are available here



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

Car salary sacrifice scheme

We offer a salary sacrifice scheme on brand new cars. You will benefit from tax and national insurance savings by paying for your car through your salary.

Please visit **www.vivup.co.uk** for both of these schemes.

Electric charge points

If you own an electric car there are 2 charge points on site located in car park 11 where your car can be charged for free.

Free Parking on site

Currently we offer free parking to staff however this is due to be reviewed in October 2022.

Public transport discounts

If you travel to work by bus, we offer a green travel scheme giving you the opportunity to make savings on your travel to and from work.



Other Ways to Save

We also offer salary sacrifice schemes for:

- Computers
- Mobile Phones
- Home appliances and much more

Please visit here

You will also be able to access a range of national and local discounts for NHS employees or Bluelight





Work Life Balance

Childcare

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.

On Site Nursery

Little Millers Day Nursery, is located on the King's Mill Hospital site and we offer salary sacrifice scheme on fees.

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 Pay – our package includes eight weeks full pay, 18 weeks half pay, 13 weeks statutory and 13 weeks unpaid. Criteria apply.

Paternity Pay – ordinary paternity leave 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 the 20 weeks after the baby is born.

Adoption Leave – this is made up of eight weeks full pay, 18 weeks half pay, 13 weeks statutory and 13 weeks unpaid leave. Criteria apply.

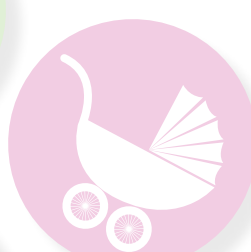
Shared Parental Leave – entitlement to shared parental leave so that you can have more flexibility in how to share the care of your child in the first year following birth or adoption. Criteria apply.

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

Reservists – support for you or those with close family members serving in the armed forces.

Special/Emergency Leave – to support you at difficult times.

Talk to us about agile working.





Staff Excellence Awards

Awards held annually to celebrate individuals and department successes.

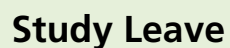


Celebrating the loyalty of our staff is important to us. We recognise different periods of long service with a certificate and gift.



Appraisal

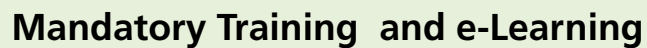
You will get regular time with your manager and a yearly appraisal to review your performance, set objectives and agree your personal development plan.



We offer study leave to support you in your personal development.



Through our state of the art facilities we offer a wide range of clinical and non-clinical training courses.



It is important that all staff are fully trained to undertake their duties.



We also offer an excellent onsite libraries.



Health and Wellbeing

Occupational Health Department

We provide an independent service to make sure that your health is not adversely affected by the work you do and to help you with any work related health problems.

Flu Vaccinations

Each year we offer staff a free flu vaccination.

Employee Assistance Programme

A service that is here to listen 24/7, more info found [here](#)



Staff Counselling

We offer a free, confidential service by self-referral including an initial face-to-face appointment and the opportunity for you to talk through and address your current difficulties which may be work or home related.

Clinical Psychology Wellbeing Service

Available to colleagues on a 1:1 or staff group basis. To address psychological distress or mental health difficulties related to their work, eg, anxiety, depression or traumatic experiences due to events that have happened at work. For referral please discuss with your line manager.

Fast Track Physiotherapy Referral

We offer a fast-track service for staff that are currently off work or who have their ability to undertake work affected by a muscular skeletal problem or condition.



Wellbeing and Welfare support for Colleagues

Please visit [here](#) or email sfh-tr.wellbeing@nhs.net to find out about access to free Wellbeing apps and Mindfulness Sessions, workshops and courses.

SFH Staff Networks

We are proud to host 5 staff networks including Ethnic Minority, LGBT+, WAND (Disability), Women at SFH and Carers. More information on staff networks, please contact Ali Pearson – Equality, Diversity and Inclusion Lead – alison.pearson6@nhs.net

