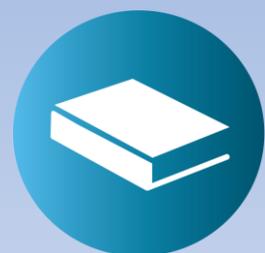


# EMPLOYEE REWARDS & BENEFITS



**HHFT offers a range of benefits some of which we have highlighted 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 and 33 days after ten years service.

We also offer the opportunity to buy and sell up to one weeks annual leave per year. Terms and Conditions apply



## **Staff Bank**

HHFT has an internal staff bank with competitive rates of pay and enhanced rates for weekend/night working

Flexible working to suit your preferred working pattern

Full NHS recognised training available

Multi site working with a variety of bank/temporary roles across all three Trust sites.

Opportunity to apply for substantive roles open to HHFT staff



## NHS PENSION SCHEME

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.

The key features of the scheme are [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



### Ultra-low emission car salary sacrifice scheme

We offer a salary sacrifice scheme for brand new, ultra-low emission cars. Benefit from tax and national insurance savings by paying for your car through your salary



## TRAINING & DEVELOPMENT

Helping you develop in your role as an individual is important to us. We offer a broad range of training and development opportunities throughout your career with us.



## **FAMILY FRIENDLY BENEFITS**

### **Childcare vouchers**

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 and use the vouchers to help pay the costs of childcare

### **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 eight weeks full pay, 18 weeks half pay, 13 weeks statutory and 13 weeks unpaid leave. Criteria apply.

### **Shared parental leave**

You are entitled 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 18<sup>th</sup> birthday



## **RECOGNITION & LONG SERVICE AWARDS**

### **WOW! Awards**

The WOW! Awards recognise staff who have exceeded expectations, consistently demonstrating the Trust values of 'CARE'.



### **Long Service Awards**

Celebrating the loyalty of our staff is important to us. We recognise long service with a range of gifts for those who have worked continuously with HHFT or its predecessor organisations for 20-30 years



## DISCOUNTS AND LEISURE BENEFITS

### Like shopping or dining out?

Take advantage of your NHS discount of up to 25 per cent. We've negotiated discounts with local restaurants and stores. A number of national chains also offer an NHS discount. Always ask at the point of payment.



### Nursery Discounts

Up to 15% discount for NHS staff with some nurseries



## HEALTH & WELLBEING

Having a healthy workforce is important to us. We offer a number of services to staff including:

- On site gym facilities
- Meditation and mindfulness sessions
- Yoga and Pilates run by colleagues on site
- Smoking cessation
- Fast-track physiotherapy referral
- Health4Work services



### Walking and dance clubs

Exercise in a social environment is good for the mind and body. Join colleagues once a week at our well established clubs organised by staff members. Both meet during the week after work hours and cater for all ages and abilities.