Employee Benefits Package
Introduction
We are delighted to have this opportunity to outline the unique range of benefits and opportunities open to our employees. We are continually updating our benefits and the full range available can be found on our Trust Intranet pages under the Staff Hub section.

Health and Wellbeing
We have an enviable record in the development of programmes to improve the wellbeing of our staff. We have programmes to promote both physical and mental wellbeing and these include:

Staff Support Service
All employees have access to a free, 24/7, confidential helpline. This is a private space to discuss work or personal issues and access counselling if appropriate. This independent service is supplied by MerseyCare NHS Trust. We are currently offering a Trust wide Mindfulness programme and mental health training.

Staff Therapy Service
All employees have accelerated access to Trust Physiotherapy and Occupational Therapy services. This has proven to be very popular and enabled staff to remain effective and in work whilst improving management of long term musculoskeletal and emotional issues.

Financial wellbeing
We promote improved financial wellbeing in a number of ways including regular talks to improve personal financial planning and access to a range of discounts for NHS staff.

Pension
We encourage all staff to participate in the NHS Pension Schemes (1995/2008 or 2015). Both schemes include a pension and a lump sum on retirement as well as benefits in the unfortunate event of a death in service. Employee contribution is dependent on salary but the employer contribution is currently over 14%.

Improving Weight Management
Trained Trust dietitians have developed a Trust wide, private, weekly Weight Loss Challenge. All staff who attend will get tailored advice and encouragement to obtain and maintain a healthy weight. Over 50 staff regularly participate in this initiative.

Increasing Physical Activity
We are able to offer Trust staff a range of on-site activities to improve activity levels including:
- Yoga
- Pilates
- Interval (circuit) training

In addition to this we offer access to passes to attend the University of Liverpool gym and pool (located close to the Royal hospital). We have also developed a programme that enables staff to access all Merseyside local authority gyms with a 20% discount. We also have a thriving ‘Cycle to work’ scheme. Details can be accessed through the staff intranet pages.
Other programmes to improve your wellbeing
Our offer to staff is constantly increasing and also includes:
• Staff Choir - weekly practice and a full programme of events
• Opportunities for flexible working where possible
• Training, learning and development opportunities.

We have been particularly effective in harnessing the expertise available in the Trust to improve staff health and wellbeing, including:
• **Skin Cancer Awareness** - drop in sessions.
• **Love Your Liver** - measuring the effectiveness of your liver.
• **Know Your Numbers** - ensuring staff are aware of their blood pressure.
• **Well On Wheels** - weekly access to smoking cessation.
• **Menopause** events - increasing awareness and support for staff.
• **‘Let’s Talk About Mental Health’** initiative - to increase understanding and reduce stigma.
• **Back to Health** initiative - to improve musculoskeletal health.

Terms and Conditions of Service
• Except for very senior managers and medical staff, all staff are paid under the national Agenda for Change terms and conditions. Pay determination is underpinned by a robust job evaluation scheme which applies in full to all staff across the UK who are employed directly by NHS organisations.
• Payments are also made for work done out of hours, overtime etc as appropriate.
• Generous annual leave entitlement with 27 days plus Bank Holidays for staff who are new to the NHS increasing to 29 days plus Bank Holidays after 5 years service and 33 days plus Bank Holidays after 10 years service.
• The NHS Pension Scheme is one of the most generous schemes available.
• In addition to the annual leave provisions, the Trust operates a Special Leave Policy, which assists staff in balancing home and work life with support for caring responsibilities, bereavement and time off for Public Duties.

Salary Sacrifice
There are a wide variety of staff discounts and schemes available to staff which are regularly reviewed and updated. Some items purchased through Salary Sacrifice schemes have a taxable “Benefit In Kind” (BIK) value. The quote you receive will always state the BIK value and any subsequent tax reduction will already be included in the price. To contact the Salary Sacrifice Team, please call Kath McClelland on 0151 706 5370 or Paul Hesketh on 0151 706 5173. Sacrifice Schemes include:
• Car Leasing
• Home Electronics
• Cycle Scheme – We also offer secure facilities and showers for cyclists
• Public Transport Annual Tickets
• Car Parking Permits
• Childcare Vouchers
• Additional Annual Leave Purchase
Discounts for NHS Staff
Many popular high street stores offer discounts for NHS staff. For a full list of benefits you should access a number of NHS discount sites including:
• https://healthservicediscounts.com/shopping
• https://www.nhsstaffbenefits.co.uk/

Use of these discounts is the responsibility of the individual.

Staff Recognition
We run a number of events each year to celebrate the great work that goes on in our organisation. We also have Employee of the Month and Employee and Team of the Year events that see several hundred nominations each year.

Payroll Opportunities
A number of services are available through payroll deduction e.g. Medicash or Simply Health cash plans for optical, dental and other therapies.

The Trust works in partnership with Trade Unions, some having offices on site with accessible resources and information for staff. Trade Union subscriptions can be deducted directly from your pay if desired.

We are more than happy to discuss any of this activity or receive feedback.

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