

Staff Benefits



Kent and Medway
Mental Health
NHS Trust

NHS pension scheme

Your employer pays 23.7% towards your pension and life assurance benefits.

For more details, please see <http://www.nhsbsa.nhs.uk/pensions.aspx>

Annual leave for Agenda for Change

On appointment to NHS:

27 days for full-time staff, or pro rata if part-time.

After 5 years of NHS service:

29 days for full-time staff, or pro rata if part-time.

After 10 years of NHS service:

33 days for full-time staff, or pro rata if part-time.

Plus bank holidays, this adds up to as many as 41 days – more than 8 weeks of paid time off!

Medical staff have national Terms and Conditions. The option to buy and sell annual leave is also available as part of our flexible approach to staff benefits.

Recommend a friend campaign

If you already work for us, you can refer a friend from outside of the Trust to any of the roles below and receive £1000 if they are successfully recruited: Nursing staff (RMN, RGN, RNLD) at Band 6, Medical Doctors, Clinical Psychologists, Allied Health Professionals and Pharmacy Staff (Techs and Pharmacists).

Flexible working

This covers job shares, term-time working, flexible shifts, and more. Just ask and we will try to help.

Statutory and occupational maternity, paternity or adoption leave.

This is dependent on the length of your NHS service.

Other paid/ unpaid leave

This can be for Jury Service, Reserved Armed Forces, etc., and is paid outside of annual leave.

Non-paid leave is available for career breaks.

Staff Support

Kent and Medway Mental Health NHS Trust offers a face-to-face counselling service for any issues, not just work-related problems.

NHS discounts and shopping vouchers

Staff can sign up for Red Guava, PS discounts, and Health Service Discounts to receive a variety of savings on travel, fashion, technology, mobile phone contracts, food and drink, days out, and more.

Learning and Development opportunities

In addition to the mandatory subjects, there are a number of leadership, management, and staff topic areas, including coaching and mentoring.

Induction

Kent and Medway Mental Health NHS Trust is committed to supporting all new staff with a comprehensive Induction programme. The programme's duration depends on your role and can range from 2 days to 4 weeks (not always consecutive days).

The programme provides an excellent opportunity for new staff to meet and engage with Kent and Medway Mental Health NHS Trust's subject specialists and includes all required training.

The programme may involve some travel to various training venues across Kent and Medway, with the main ones being Canterbury, Maidstone, and Dartford.

New starter bonus

To recognize the value of our nurses and the skills they bring, we offer a New Hire Bonus of £1200 pro rata for Band 6 nursing staff.

Staff Network Forums

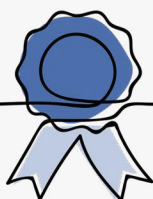
A variety of staff network forums are available to empower, support, and encourage network members and allies, reflecting Kent and Medway Mental Health NHS Trust values and promoting equality and diversity.

Lease car scheme, Cycle to Work Scheme, the list goes on!

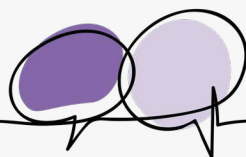
People Promise



We are **compassionate** and **inclusive**



We are **recognised** and **rewarded**



We each have **a voice that counts**



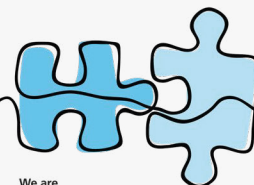
We are **safe** and **healthy**



We are **always learning**



We work **flexibly**



We are **a team**

The NHS is an extraordinary, world-class service. Together we have achieved, and continue to achieve, the extraordinary. We should all feel proud of this. We want our culture to be positive, compassionate, and inclusive – and we all have our part to play.

We are compassionate and inclusive

We do not tolerate any form of discrimination, bullying or violence.

We are open and inclusive.

We make the NHS a place where we all feel we belong.

We are recognised and rewarded

A simple thank you for our day-to-day work, formal recognition for our dedication, and fair salary for our contribution.

We each have a voice that counts

We all feel safe and confident to speak up. And we take the time to really listen – to understand the hopes and fears that lie behind the words.

We are safe and healthy

We look after ourselves and each other.

Wellbeing is our business and our priority – and if we are unwell, we are supported to get the help we need.

We have what we need to deliver the best possible care – from clean safe spaces to rest in, to the right technology.

We are always learning

Opportunities to learn and develop are plentiful, and we are all supported to reach our potential.

We have equal access to opportunities.

We attract, develop and retain talented people from all backgrounds.

We work flexibly

We do not have to sacrifice our family, our friends or our interests for work.

We have predictable and flexible working patterns – and, if we do need to take time off, we are supported to do so.

We are a team

First and foremost, we are one huge, diverse and growing team, united by a desire to provide the very best care.

We learn from each other, support each other and take time to celebrate successes.

Together, WE make the NHS the best place to work.

We are more than 1.3 million strong. We are all walks of life, all kinds of experiences. We are the NHS.

NEW JOB, NEW CAR?

NHS Fleet Solutions provides a cost-effective way to lease a brand-new car via salary sacrifice. No credit checks or deposits with access to exclusive offers.

VPD:
380

Your monthly cost includes:

✓ Insurance

✓ Breakdown cover

✓ Road tax

✓ Windscreen cover

✓ Routine servicing

✓ Tyre replacement

Please note, employees can only apply for the scheme after they have completed their probation.



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