NICE National Institute for Health and Care Excellence

Staff Benefits

Health and wellbeing

As part of our commitment to health and wellbeing, we offer:

- **Employee Assistance Program (EAP)** - The EAP service is available for all employees who experience health or wellbeing issues. They give a range of free services from one-to-one counselling, access to online resources to manager support and coaching, health, and medical information and legal or financial information. You can access the EAP service directly by telephone or online and all contact is confidential. The service is available 24 hours a day, 7 days a week.

- **Health and wellbeing activities**- NICE offer a whole host of events throughout the year designed to prompt staff to think about their health and take positive steps to improve it. From our winter flu vaccination programme, to lunchtime walks and runs, mindfulness sessions and guest speakers, there's something for everyone.

- **Occupational health** - All staff can access advice and support from the occupational health service. Line managers can support staff by making a management referral to occupational health, who will provide health advice, including making recommendations for reasonable adjustments in the workplace, as appropriate.

- **Mental health first aiders-** our mental health first aiders are trained to listen non-judgmentally and can signpost you to appropriate support.

- **Free eye tests**

Work life balance

- **An active social scene**- there's a range of activities available to our staff from the book club, arts and crafts groups, quiz nights, walking and running clubs and the cultural exchange group. You can also join the social committee to get involved in planning future events.

- **Pay and conditions-** a national pay system - Agenda for Change (AfC) which provides:

    - A standard working week of 37.5 hours.
    - Excellent holiday entitlements of 27 days per year, plus eight public holidays, rising to 29 days after five years' service and 33 days after ten years' service.
    - Occupational sick pay.
    - Paid maternity, paternity, adoption, and shared parental leave

- **Flexible working-** NICE is committed to improving the working lives of all employees and to help them to achieve a balance between the demands of their jobs and their personal lifestyle. There are many benefits of flexible working for both employees and the organisation and wherever possible, we aim to be as flexible as we can.

- **Pensions-** the NHS pension scheme offers attractive employer contribution rates, and tax relief for members on their contributions.

Professional development

We support your professional development through:

- dedicated training budgets
- our apprenticeship scheme
- our educational loan scheme

Commuter loans

- **Bicycle loan scheme** – Cyclescheme allows you to purchase your bike and accessories tax free, saving about half the cost on average.

- **Season ticket travel loan** – you can get a loan for your travel season ticket. It's interest-free and you can spread the cost over a longer period.

Office environment

Right now, we're all working from home. But under normal circumstances, we offer:

- centrally located offices, with great transport links
- a modern and well-equipped working environment
- 2 computer screens on every desk
- shower facilities
- standing desks
- cycle storage

Staff discounts

- **Car lease scheme**

- **Health service discounts -** a wide range of discounts on goods and services are available to NICE employees via www.healthservicediscounts.com. The Health service discount offers a range of different discounts to benefit you in all areas. They have discounts on various aspects such as travel, shopping, insurance, finance, mobiles, motoring, broadband TV & utilities, lottery, and cashback.

- **Red Guava** - Red Guava offers many discounts to benefit all people at NICE. They have a selection of different categories from finance to travel, shopping to health, mobile phones, fashion, books, etc. If you would like to know more about the discounts available, visit http://www.redguava.co.uk/ to see what else they can offer to you.

Trade union recognition

UNISON is the only trade union officially recognised by NICE for consultation and negotiation purposes. Joining UNISON means you can benefit from the union's local representatives working on your behalf on issues such as health and safety, pay and conditions. For more details please access the following link here.