NHS
Cheshire and Merseyside

Valuing Our Staff at NHS Cheshire and Merseyside





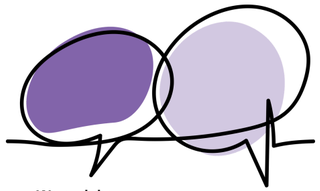
We are **compassionate** and **inclusive**

- Accreditations: Defence Employer Recognition Scheme Gold, Disability Confident Committed, Navajo LGBTQIA+, Care Leaver Covenant
- Committed to being an anti-racist organisation
- Staff Networks: Armed Services Family Group, Disability and Neurodiversity, Menopause, Fostering and Adoption, Working Carers, LGBTQ+
- Special Leave Policy



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

- Total Reward Statement
- Salary Sacrifice Scheme e.g., car lease
- Blue Light Discount
- High Five Scheme (informal peer recognition)
- Employee and Team of the Quarter
- Minimum 27 days annual leave in addition to bank holidays (increasing with length of service)
- Opportunity to purchase additional annual leave
- Volunteering Day
- Generous NHS pension



We each have **a voice that counts**

- Quarterly and Annual Staff Surveys and 'You Said, We Did' work programmes
- Staff Engagement Forum
- Staff Suggestion Scheme
- FTSU
- Senior Leadership Forum
- Regular directorate/team meetings
- Manager Support Circle
- Partnership working with Trade Unions



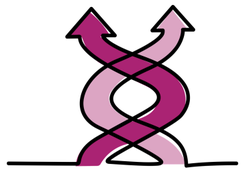
We are **safe** and **healthy**

- Occupational Health, Employee Assistance Programme and Counselling offer
- Zero tolerance to sexual misconduct in the workplace (committed to the Sexual Safety Charter)
- Network of Domestic Abuse and Sexual Safety Allies and Mental Health First Aiders
- Self care and wellbeing activities
- Health and Wellbeing Conversations Framework and Passport
- Free health checks
- Cycle to Work Scheme
- Financial wellbeing support



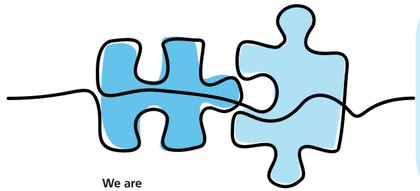
We are **always learning**

- Funded Apprenticeship qualifications
- Member of NHS Elect and NHS Leadership Academy
- Bespoke training opportunities
- Career development offer
- Coaching and mentoring opportunities
- On-the-job training experiences
- Values-based Appraisal framework



We work **flexibly**

- Proactively encourage agile working
- Flexible working to support colleagues work-life balance e.g., condensed hours
- Partial retirement and retire and return opportunities
- Various office locations across Cheshire and Merseyside
- Provision of home-working equipment



We are **a team**

- Monthly all staff briefings
- Weekly staff bulletins
- Monthly system news updates
- Good news and recognition articles
- Staff intranet
- Active social media platforms (Linkedin, X, Facebook)



Compassionate



Inclusive



Working Together



Accountable

CARE LEAVER FRIENDLY EMPLOYER
CARE LEAVER COVENANT
CHARTER

navajo

disability confident
COMMITTED

ARMED FORCES COVENANT
EMPLOYER RECOGNITION SCHEME
GOLD AWARD