

Staff Wellbeing and Benefits

Trust Employees





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Training & Development

Apprenticeships

Our apprenticeships (both clinical and non-clinical) have a 'guided learning ' approach and we optimise the use of the Apprenticeship Levy to support individuals in realising their potential.

Preceptorship

The Trust Preceptorship Pathway is a 12-month programme designed to provide additional training and support to all new registered staff. This programme, which is new for 2023, is designed with bespoke elements for all specialities within the trust (such as Paediatrics, Neonates, Emergency Department, Theatre Staff & all Allied Health Professionals).

Appraisals

Our Trust has an annual values-based appraisal which allows every staff member to look back on the previous year and review their progress and development and the objectives for their role. This is an opportunity to have a structured and joint discussion with your line manager about your professional progress and learning goals, including how your role supports the Trust to deliver its objectives.

Development Opportunities

When you join us, you will have access to a wide range of learning and development opportunities. These are available for both clinical and non-clinical staff, whether you are settling into your role or ready to take the next step in your career. We will support you at whatever stage you are in your career, to ensure you get the most out of your role.



The Trust's Clinical Education Team with newly qualified nurses beginning their Preceptorship journey.





Staff Voice

Freedom to Speak Up Guardians

We recognise the importance for our staff to feel safe and listened to. Our Freedom to Speak Up Guardians are available to all employees who wish to raise any concerns.



Trade Unions

The Trust works in partnership with a number of Trade Unions, each of which have a national website that staff can find relevant information and support on. Staff Side union support is based at Nightingale House, Whiston Hospital and is open to staff who require one to one support.

Staff Networks

The Trust supports a wide range of networks for staff to join, offering a place for staff to come together, express opinions and share experiences to help shape equality for staff.

- Armed Forces Community Network (Veterans, Reservists and Family Members)
- Abilities @ MWL Network (Disability and Mental Health)
- Building a Multicultural Environment Network (BAME)
- Carers Network
- Menopause Network
- Proud @ MWL Network (Lesbian, Gay, Bisexual & Trans) (LGBTQIA+)
- Women's Group Network

Staff Engagement

We recognise the importance of staff engagement by encouraging open, strong and effective relationships between leaders and staff. Our Trust uses an open management style that encourages staff to speak up, in an environment that values, recognises and nurtures talent through learning and development. We have numerous staff engagement tools including: staff friends and family tests, team talks and surveys (cultural & staff).





Facilities

Multi-Faith Prayer Room

The Trust recognises the importance of spiritual needs just as much as physical needs, and our Spiritual Care Department is committed to caring for the spiritual, pastoral and religious needs of staff. Our multi-faith prayer rooms are available at Whiston Hospital, (The Sanctuary, ground floor) St Helens Hospital (The Sanctuary) Ormskirk Hospital (Next WRVS Shop), Southport Hospital (Main corridor near A&E) and Jubilee Court (ground floor).

Free NHS Wifi

Simply log in using your email address and password and sign up to our Free NHS WiFi available across all of our sites.

Education, Training & Conference Centre

Our Education, Training and Conference Centre is a modern and comfortable learning environment for professionals, with state of the art educational facilities. The centre encompasses: 168 seat lecture theatre with twin HD presentation system, hearing loop, seven seminar rooms, four clinical skills rooms and two simulation suites.

Food & Shops

Shop facilities are available at all our hospital sites (Whiston, St Helens, Southport, Ormskirk and Newton). On-site restaurants are also available at Whiston, St Helens, Southport and Ormskirk hospitals.

Library

The Trust Library is based in Nightingale House, Whiston Hospital. Our library has relaxed seating areas for leisure reading, quiet study areas, computers and additional study areas with sockets for personal devices. The library also includes printing and toilet facilities, a drink machine and a friendly and welcoming enquiry library staff.





Recognition

Employee of the Month

We recognise individuals who have gone beyond the call of duty and these individuals can be nominated for this award by their colleagues each month. All 12 individuals are put forward for the Employee of the Year Award at the Annual Staff Awards.

Long Service Awards

We recognise staff that choose to have a long and successful career here with us. As a token of our appreciation, staff that complete over 25 and 40 years' service receive a certificate, commemorative badge and gift vouchers.

Annual Staff Awards

The Annual Staff Awards is held each year to celebrate the incredible success of our staff and partners. It's the most anticipated night of the year, a glittering occasion that brings together staff from across the Trust, celebrities and VIPs.





Financial

NHS Pension

The NHS pension scheme is one of the most comprehensive and generous schemes available. Once you commence your employment, you will be automatically enrolled into the NHS Pension Scheme, if you are eligible.

[NHS Pension Scheme](#)

Staff Discounts

Register for free on Health Service Discounts for amazing discounts! Your Trust ID badge will also get you discounts at our on-site restaurants, local shops and selected retailers. NHS workers also qualify for a Blue Light card which also offers amazing discounts.

[Health Service Discounts](#)

Annual Leave

All full-time employees are entitled to 27 days of Annual Leave, which increases to 29 days after 5 years of service and 33 days after 10 years (Part-time staff receive a pro rata amount of annual leave). Plus Bank Holidays in addition!

[NHS Annual Leave Calculations \(nhspay.co.uk\)](#)

Staff Lottery

Just £1 per number each month for entry in the weekly draws for a chance to win up to £500 and much more during Christmas and New Year! Follow the link for the entry form and return to 'Trust Lottery, Financial Accounts, Whiston Hospital'.

Trust Bank

We offer our staff the opportunity to earn weekly pay through working additional shifts via our Trust Bank, with shifts available across all services and sites.

Wage Stream

Wage stream is an app that allows those members of staff that work additional paid hours the ability to manage their earnings. Track your substantive enhancements (earnings for nights / weekends / bank holidays/ unsocial hours and paid overtime) in the app. This will give you average earnings throughout the pay period. You can draw against 50% of the average which will be deducted from the actual amount once paid via payroll at pay day.





Travel and Parking

Staff Car Parks

We have staff car parks available at all 5 hospital sites which you can apply for through a salary sacrifice, with a 1/3 discounted rate available at Delph Lane car park at Whiston Hospital site. We also have on-site parking available at Jubilee Court, St Helens and Newton hospitals.

Shuttle Bus

A free shuttle bus service is available for all staff that require travel between Whiston and St Helens hospitals.

Arriva Bus Scheme

The Trust and Arriva have joined together to offer amazing savings on your Arriva bus travel. Follow the link to sign up for discounts on your daily commute.

<https://www.arrivabus.co.uk>

Cycle to Work Scheme

The Trust offers a cycle to work scheme, where you can loan a bike and accessories from the Trust for an agreed length of time. The scheme works by exchanging a set amount of your salary each month, enabling you to make savings on income tax, national insurance and NHS pension contributions. Follow the link for more information.

<https://vivupbenefits.co.uk/>

Car Lease Scheme

The Trust works in partnership with Fleet Solutions, who offer the leading salary sacrifice car lease scheme for NHS staff. The scheme works by exchanging a set amount of your salary each month, enabling you to make savings on income tax, national insurance and NHS pension contributions. Follow the link for more information.

<https://www.nhsfleetsolutions.co.uk/>





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