



COLLEAGUE BENEFITS

November 2024



Making a
Difference

Trust Honesty Respect Compassion Teamwork





WELCOME

At Nottinghamshire Healthcare, we believe that diversity, inclusion and a fantastic work environment are at the heart of our success. We're committed to making sure every team member feels valued, supported and inspired.

Inside this booklet, you'll find a range of information about the benefits that come with being part of our team. From professional support and development opportunities to financial perks, wellbeing resources, and exclusive staff discounts - everything you need to know is right here.

Our benefits package is constantly evolving, thanks to valuable feedback from our dedicated colleagues. We're always looking for ways to improve and enhance what we offer, so if you have any suggestions or ideas, we'd love to hear from you!

Drop us an email at StaffEngagement@nottshc.nhs.uk with your thoughts.

Thank you for being an essential part of our Trust, and here's to a rewarding and fulfilling journey with Nottinghamshire Healthcare!



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VALUES

Our values were developed using feedback from colleagues, service users, patients and carers and represent the things that we all think best describe what is most important to Nottinghamshire Healthcare.

Our values shape our culture and are at the heart of everything we do in our working lives. Living our values every day enables people and teams to do what they need to do to the very best of their ability.

We will make a difference to the communities we serve by delivering the highest quality physical and mental health care to our patients, and by tackling inequalities in outcomes, experience and access.



PEOPLE PROMISE

The NHS People Promise, is a promise we must all make to each other – to work together to improve the experience of working in the NHS for everyone.

The NHS People Promise is a national programme, which was launched in 2020, to raise the profile and importance of staff and the contribution they make. It sets out, in the words of those who work in the NHS, the things that matter most to them and what would most improve their working experience, such as health and wellbeing support, flexible working and to feel we all belong.



“When things go wrong, we need to make sure that lessons are learnt and things are improved. If we think something might go wrong, it's important that we all feel able to speak up so that potential harm is prevented.”

Simbi Sibanda
Freedom to Speak Up Guardian



“Taking the time to thank our teams for doing a good job and recognise those who go ‘the extra mile’ for our staff, patients and their families.”

Jen Guiver
Executive Director of People and Culture



“The NHS People Plan's commitment being an inclusive organisation is fundamental for me. I want every member of staff to be certain that they can bring their whole self to work every day, so we can get the very best from all our diversity.”

Paul Devlin
Trust Chair





PROFESSIONAL DEVELOPMENT

Professional development is a key focus for us, and we want to ensure that all of our staff have opportunities and access to the support, training and encouragement that they need for career progression. When you work for Nottinghamshire Healthcare NHS Foundation Trust, you will have access to wide range of training and development opportunities.

Learning Funding

We have dedicated Learning Funding streams, providing financial support to our staff to undertake additional study if they wish to. In addition, we also offer mentorship and paid time to study. This includes, apprenticeship, degree and master qualifications, the Band 2- 4 Care Certificate and other training opportunities.

Managerial and Clinical Supervision

All staff will receive regular one to one managerial supervision to meet organisational service, professional and personal objectives. Supervision forms a key part of individual performance management and is the foundation on which appraisal is built. For those staff working in direct patient care, they will also receive clinical supervision, which ensures participants have the opportunity to reflect, evaluate and develop their own clinical practice and provide a support system for one another.

24 Month Preceptorship Programme

We offer a comprehensive and supportive Preceptorship Programme for up to 24 months. It is designed to support newly qualified clinicians in making the transition from student to practitioner and will enable them to develop confidence as an independent clinician, and to refine their skills, values and behaviours.

Coaching and Mentoring

Discussions about your development and career progression are held regularly as part of our appraisal and supervision conversations. You can also expect to receive coaching and mentoring from senior colleagues and peers throughout your career.

Leadership and Management Programmes

We offer a variety of leadership and management development opportunities for our colleagues. This includes our Admin Development Programme, the Clinical Leadership Development Programme, our OneNottsHC Programme and a bespoke 360 Leadership development tool. We also offer leadership and management workshops as part of Leadership and Management Essentials

Apprenticeship Programs

As a Trust we support colleagues to seek work related qualifications, these can be achieved through apprenticeship programs from level 1-7 free to employees through the work place apprenticeship levy.

Research and Evidence

Nottinghamshire Healthcare is home to some of the country's leading clinical research institutions, and is dedicated to improving the understanding and treatment of mental and physical health; reflecting the nature of our Trust as a provider of integrated care.

We have strong research and learning links with the Institute of Mental Health, the University of Nottingham, Nottingham Trent University and the University of Derby.

The Research and Evidence Department is available to provide support and advice from defining the research, or evaluation, question to developing a robust protocol that answers the question. We can also help with training in research and service evaluation topics and sponsorship of research.



SUPPORTING YOUR WELLBEING

We recognise our duty of care as an employer to look after our employees wellbeing. Physical wellbeing is vital for your overall health and mental wellbeing. We believe that supporting our workforce to be as healthy and well as possible, we will not only be A Great Place to Work, but also be able to offer greater support to our patients, carers, and service users.

Cycle to Work Scheme and gym discounts

If you would like an alternative to public transport or want to get the family out on bikes for their daily dose of exercise, we offer savings on bikes, high-vis clothing and safety accessories for your commute with our Cycle to Work staff benefit. This will give the whole family some much needed fresh air with our online Bike Shop where you can spread the cost through monthly salary reductions. Staff have access to corporate discounts on a range of gyms and health clubs throughout the region.

Smoking Cessation

The Trust is committed to creating and maintaining a completely Smoke-Free environment, for the health benefits of all workers, patients and visitors. We now have a dedicated smoking cessation trainer, who is available to offer advice and guidance and support to staff around smoking cessation.

Flu Vaccines

All of our staff are offered FREE seasonal flu vaccines to help to protect themselves, colleagues, family, friends and our patients.

Physiotherapy Services

All Notts Healthcare staff have access to a free physiotherapy service, where no GP referral is required. This is a self-referral service for both work and non-work related problems.

Wellbeing Wednesday's

Every month, on the first Wednesday, we host Wellbeing Wednesdays, featuring sessions relevant to ongoing wellbeing activities. We've had guest speakers including counsellors, dieticians and wellbeing experts, who provide valuable advice.

Eye Test Vouchers

A scheme has been set up between the Trust and Specsavers to enable DSE users to access a voucher that covers the cost of an eye test and where applicable a contribution towards glasses.

Disability Confident Employer

We are part of the Disability Confident Employer scheme, which encourages us as an employer to think differently about disability and take action to improve how we recruit, retain and develop disabled people.

Menopause at Work

The Trust is dedicated to creating an inclusive and supportive working environment. We understand that menopause can be a challenging transition for some, especially at work. With the right support, we can improve this experience for our staff, enhancing both individual well-being and organisational outcomes. We also provide menopause awareness and manager's menopause training.

Support groups

We offer a range of peer support groups facilitated by Champions, Mental Health First Aiders and Staff Counsellors, available to all staff impacted by various issues. These groups provide a safe space for colleagues to support each other and meet monthly virtually. The sessions cover topics including menopause and women's health, staff carers support, bereavement, pregnancy loss, emotional eating and eating disorders, cancer, stress and support for staff affected by suicide.



SUPPORTING YOUR WELLBEING



The Trust is committed to protecting the mental wellbeing of all of our staff and ensuring that your health is not adversely affected by your work. Wellbeing conversations are held regularly with all staff through managerial supervision, and we have a dedicated Staff Health and Wellbeing team in place which offer a variety of services.

Staff Wellbeing Service

This is a confidential service for all staff across the Trust. The team will provide pastoral support and signpost you to help find the most appropriate support services, dependent upon your needs. In some situations, they can also refer you directly and put you in contact with the relevant services.

Staff Counselling

All staff have access to counselling, which is a free and confidential service, giving you the opportunity to talk through and address any difficulties you may have, whether it be work or home related.

Occupational Health Services

Staff or managers can make referrals with the Trust's Occupational Health Service. This service can help managers and staff to identify what can be done to support their health and wellbeing needs, to enable them to safely stay in or return to their workplace.

Access to Work Mental Health Support

If you struggle with your mental health whilst at work, you can access 9 months of support, with weekly check-ins and no waiting list. The service offers practical advice and support, including coping strategies, workplace adjustments and plans to return to work.

Chaplaincy and Spiritual Health

We have a dedicated Multi Faith team, made up of Chaplains and Spirituality and Wellbeing Practitioners, who are committed to supporting all Trust staff and patients to connect with their spirituality, religion and culture, as well as with their health, wellbeing and recovery needs.

Mental Health First Aiders

Mental Health First Aiders are employees who challenge stigma and encourage positive mental health in the organisation and for its workforce. These Aiders help the organisation to promote positive mental health and role model positive mental health working practices.

Mindfulness Courses

Mindfulness courses, workshops and drop-in sessions are available to all staff. Mindfulness is a way of paying attention to and seeing clearly whatever is happening in our lives. Practicing mindfulness allows us to be fully present in our life and work to improve our quality of life.

Employee Assistance Programme

Our employees have access to 24/7 wellbeing support line which offers support, advice and information for problems at work or home including anxiety, stress and depression, to help with your mental health and wellbeing. It gives you access to qualified professionals who provide independent confidential counselling support and an online Cognitive Behavioural Therapy (CBT) programme.

Employer Promises

As a Trust, we have signed up to a number of initiatives and charters to demonstrate our dedication in providing the best working environment possible for all of our staff. This includes the Mindful Employer Charter, which supports employers to take a positive approach towards mental health at work. We are also part of the Disability Confident Employer scheme, which encourages us as an employer to think differently about disability and take action to improve how we recruit, retain and develop disabled people.



FAMILY SUPPORT

We pride ourselves on being a family friendly employer and therefore we have various offers in place to provide support to our staff. In addition to statutory rights in relation to maternity leave, paternity leave, parental leave and adoption leave, we also offer enhanced rates of pay and time off to our employees.

Maternity/Adoption Pay

Our enhanced maternity and adoption package* includes: 8 weeks at full pay, 18 weeks at half pay plus Statutory Maternity Pay or Maternity Allowance and then 13 weeks on Statutory Maternity Pay or Maternity Allowance. Employees are also entitled to take a further 13 weeks as unpaid leave to bring the total leave to 52 weeks.

Paternity Leave

Depending on length of service, staff can be entitled to up to 2 weeks of leave at full pay*

Parental Leave

In addition to the paid family leave, we offer our staff up to 18 weeks of unpaid leave for each child up to their 18th birthday*.

Paid Time off for IVF Appointments & Treatment

As well as these options for new parents, we offer support and paid time for our staff who may be undergoing IVF or other fertility treatments. Any staff undergoing fertility treatment are entitled to paid time off to attend appointments and treatment.

Additional leave

We offer a range of additional leave to support you at difficult times, including carers leave and emergency leave.

Employers for Carers Scheme

Supporting our staff who have caring responsibilities is a priority for us, and why Notts Healthcare are part of the Employers for Carers Scheme. The Carer scheme supports employers to build a positive and inclusive workplace for staff who are, or will become, carers and to make the most of the talents that carers can bring to the workforce.

Carer Confident Level 2 accredited

We are proud to announce that we have received the Carer Confident Level 2 Award, recognising us as an organisation that supports our colleagues who are carers. Our policies and guidance ensure that staff carers feel comfortable accessing available support both within and outside the organisation.



FINANCIAL PERKS

We know how hard our dedicated staff work, and so offer additional financial perks on top of the base salary. You will receive a competitive salary, in line with the national NHS terms and conditions (Agenda for Change).

Enhanced Rates of Pay

All of our staff received enhanced rates of pay for any unsocial hours worked during evenings, nights, weekends and bank holidays. Enhanced rates of pay are between 30% - 85%, depending on Pay Band and the day or occasion worked.

Parking and Travel

All of our Trust owned sites offer free parking to all members of staff. Staff have access to the Car Lease scheme (subject to HMRC rules), Cycle to Work scheme and bus, tram and travel passes.

Instant Pay - Wagestream

We now offer Instant Pay for all employees, which allows access to earned wages in real time, as well as the facility to track earnings, resources around financial resilience and a saving facility.

Retail Discounts

All employees will have access to a staff benefits portal. This offers a wide range of discounts and offers at 100's of well-known retailers, restaurants, venues and services. You will have access to Home and Electronics salary sacrifice scheme, gym discounts and health and wellbeing support. You will be entitled to a range of national and local discounts for NHS employees.

NHS Discounts

As NHS Employees we all have access to many discounts from national sites. Blue Light Card, NHS Discounts and many more. Our advice is to ask wherever you go as discounts vary quite a lot.

*Criteria Applies

FINANCIAL SUPPORT

As well as the financial benefits outlined in Family Support and Financial Perks, we also offer other types of financial support to our staff.

NHS Pension Scheme

The NHS Pension Scheme continues to be one of the most comprehensive and generous schemes available in the UK. Membership of the scheme is automatic when you join us. The employer contribution rate, paid jointly by the Trust and NHS England, is 20.68% of your salary toward the cost of your pension, along with employee contributions (rates are variable).

Enhanced Sick Pay and Leave

During absence for illness, you will be entitled to receive Statutory and/or Occupational Sick Pay, of between 1 - 6 months full pay plus 2 - 6 months half pay, depending on the length of continuous NHS service an employee has.

Death in Service Benefits

Any employees that are actively contributing to the NHS Pension Scheme are entitled to death in membership benefits, including life assurance and family benefits. The scheme provides a lump sum and pension benefits to eligible dependants.

Notts Healthcare are signed up to the Dying to Work Charter, which pledges that any employee who becomes terminally ill will have their employment and benefits protected.





PROFESSIONAL SUPPORT



We value the importance of an inclusive, supportive, open and honest workplace. We have numerous networks, guardians and champions in place, focused on different themes who are passionate about supporting colleagues to keep abreast of key information, support others in their work, share learning and ultimately change the culture of the organisation.

The NHS People Promise

This is a promise we must all make to each other to work together to improve the experience of working in the NHS for everyone. The themes and words that make up Our People Promise have come from those who work in the NHS.

Just and Restorative Culture

Notts Healthcare follow a Just and Restorative Culture way of working, ensuring that all policies and processes are supportive of colleagues yet ensure accountability. A Just and Restorative Culture means acting with compassion, treating people fairly and justly and embracing a learning culture; where if something goes wrong we seek first to understand and focusing on what happened rather than who may be at fault

Staff Side Employee Representation

Staff Side work as the collective body of recognised Trade Unions, we support the interest of our members of staff through consultations and negotiations on their behalf. Each division has its own Staff Side for issues that are pertinent to that division and in addition we have a Staff Side for matters relating to the whole of the Trust.

Freedom to Speak up Guardian

We have dedicated Freedom to Speak Up Guardians, whose role is to support staff in raising concerns by offering an independent and confidential service while promoting an open and honest "no blame" culture, where staff can raise concerns safely without fear of reprisal and plans to return to work.

Colleague Networks

We're committed to making Nottinghamshire Healthcare a pro equity organisation which is diverse for everyone. One way we're doing this is through our colleague networks. They're a key way for colleagues to talk about their experiences in a safe and open space. They also help us shape our work culture to make it fairer and more inclusive for everyone. We have four networks, LGBT+ Network, EMBRace BME Network, Disabled Staff Network and the Armed Forces Network.

Trust Champions

Throughout the Trust we have a range of Champion roles focused on different themes who are passionate about supporting colleagues to keep abreast of key information, support others in their work, share learning and ultimately change the culture of the organisation. They are: Freedom to Speak Up Champions, Health and Wellbeing Champions, Green Champions Network, Digital User Group Champions, Equality, Diversity and Inclusion Ambassadors and Mental Health First Aiders.

Support for the Armed Forces Community

Notts Healthcare is a Veteran Aware organisation in recognition of our commitment to improving NHS are for the Armed Forces Community which includes regulars, reservist personnel, veterans, bereaved family members, spouses and family members. We are proud to be an Armed Forces Covenant Employer Recognition Scheme Gold Award holder, which demonstrates support to defence and the armed forces community.

We are also part of the Step into Health for Armed Forces programme, which provides support and a dedicated pathway into a career in the NHS. The Trust has a Armed Forces Community Network running to support our Armed Forces Community colleagues.



CELEBRATING SUCCESS

We believe in celebrating the outstanding achievements of our dedicated staff. Through our OSCARS staff awards, we honour exceptional contributions and excellence in patient care. Our Long Service Awards recognise the commitment of those who have dedicated many years to the NHS. Additionally, the Monthly Positive Stars Award celebrates individuals who go above and beyond in their daily roles. Together, these awards reflect our appreciation and pride in the incredible efforts of our colleagues and volunteers.

The OSCARS

Our Outstanding Service Contribution and Recognition Scheme (OSCARS), recognises the amazing efforts of all our colleagues and volunteers, including those in our Bank workforce. It's a chance to highlight the remarkable work that positively impacts the communities we serve.

There are 12 award categories, each highlighting different aspects of excellence in our organisation, from top-notch patient care to outstanding service contributions and innovative improvement ideas. It shows the incredible dedication and innovation of our #TeamNottsHC colleagues and volunteers.

Anyone associated with our Trust, whether colleagues, partners, service users, or their caregivers, can nominate someone deserving. Those shortlisted are invited to a special ceremony where the winners are announced.

Positive Stars

Each month a 'Positive Star' is recognised within the organisation; someone who has made a real difference to a colleague, team or patients. We want to shout from the rooftops about our amazing staff and show how much they are appreciated.

Our positive stars are nominated by colleagues within the organisation for demonstrating extraordinary care and/or compassion, introducing positive change, generating great ideas, fantastic staff or patient engagement, being an inspiration or anything that has made a difference.

All staff who are nominated receive a certificate of recognition with at least one member of staff per month being selected to have a visit from a senior leader to recognise their good work.

Long Service Awards

The Trust is committed to awarding those staff who have reached certain service 'milestones' by providing a system of reward and recognition for their long service while in service, and when they retire.

All employees who have worked for the National Health Service for 10 years without a break in service of more than 3 months, will be recognised for their service. Additional service will also be recognised at the milestones of 20 years, 25 years, 30 years, 40 years, and 50 years.

Colleagues will receive a letter of thanks from the Chief Exec, Ifti Majid and Trust Chair, Paul Devlin. They will also receive a badge denoting the closest milestone fully completed and a certificate.

Colleagues who reach 25 years of service may also be entitled to receive a Long Service Reward in the form of vouchers.

Those who have provided 40+ years NHS service will be invited to the yearly OSCARS staff awards ceremony.



JOIN OUR BANK!

Work flexibly.

Notts Healthcare offers a wide range of bank opportunities for both clinical and non-clinical staff, covering a wide geographical area and a number of different services including mental health, forensic services, children's services, admin support and more.

- Opportunities to gain experience in a variety of specialist teams
- Access to the NHS pension scheme
- Access to NHS benefits and discounts
- Induction and mandatory training provided & paid for attending
- Access to the Trust Health and Wellbeing support services
- Access to Wagestream, allowing you to stream wages before payday
- First pick of shifts via an online system
- Flexibility to pick and choose when and where you work

Telephone: 01159 691300

Clinical Bank Enquiries: NurseBank@nottshc.nhs.uk

Non-Clinical Bank Enquiries: AdminBank@nottshc.nhs.uk

SCAN ME





WE'RE HERE FOR YOU.

If you have any questions or comments on this guide please contact us using the details below.

Staff Benefits Team

0115 969 1300 | StaffBenefits@nottshc.nhs.uk



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