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CTM TAF MORGANNWG UNIVERSITY HEALTH BOARD

Staff Benefits Guide

GIG CYMRU NHS WALES

Bwrdd Iechyd Prifysgol
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University Health Board

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CTMJobs

Discover the Benefits of Working for Cwm Taf Morgannwg University Health Board (CTMUHB)

CTMUHB, are proud to offer a wide range of staff benefits that support your financial wellbeing, personal development, worklife balance and overall health.

Whether you're looking to join us or rediscover what's on offer, explore how you can feel supported in work and beyond.



Salary and Pay-Related Benefits

The **NHS Pension Scheme** is one of the most generous in the UK. CTMUHB contributes 20.6 % of your salary to help secure your future retirement income.

CTMUHB now offers a **Pensions Advice Salary Sacrifice Scheme,** enabling employees to save Tax and National Insurance on up to £500 of pensions-related financial advice each year. Available to staff paid through CTMUHB's payroll, the scheme supports informed decision-making around the NHS Pension Scheme and encourages seeking independent financial advice.

Stream* (formerly Wagestream) is a financial wellbeing app designed to support NHS employees in managing their money with greater confidence and flexibility. Integrated with the NHS Electronic Staff Record (ESR).

Stream offers a range of features to help you stay in control of your finances:

- Real-time earnings tracking – See what you've earned as you work.
- Savings tools – Set aside money automatically to build financial resilience.
- Flexible access to earnings – Withdraw a portion of your earned wages before payday to cover unexpected expenses

Stream formerly WAGESTREAM

Vivup and Perkbox provide staff with access to a wide range of discounts and wellbeing resources to support financial, physical, and mental wellbeing.

*This initiative is available to all staff across the Health Board, but streaming of earnings is ONLY applicable to those rostered through Health Roster and who work overtime or bank shifts.

perkbox vivup HEALTH WELLBEING HAPPINESS

Financial Benefits and Discounts*



Our **Cycle2Work scheme** lets you save up to 47% on bikes and cycling gear through a salary sacrifice arrangement, making it easier and more affordable to commute sustainably.



With our **Technology Savings Scheme**, you can access the latest tech, like laptops, tablets, and smartwatches, without credit checks or deposits, spreading the cost through your salary.



Our **Car Lease Scheme**, offers brand-new, ultra-low emission vehicles with no upfront costs and fixed monthly payments, making motoring simple and affordable.



Staff also have access to exclusive mobile and tablet plans, along with access to a wide range of discount cards and websites such as **Blue Light Card**, **Health Service Discounts,** and other initiatives, giving you savings on shopping, dining, entertainment, and more.



Local discounts are available at MacArthur Glen Designer Outlet, garden centres and restaurants like Nando's and Dominos, just show your NHS ID.



Gym discounts. The gym discounts available include RCT's Blue Light discount to get 20% off pay as you go prices, and a reduced monthly membership via Corporate Leisure for Life. The Halo Leisure Group has a public sector discount membership, with centres in Bridgend and Merthyr Tydfil.



Entertainment. Working for the NHS comes with a range of exclusive discounts, including savings on cinema tickets and live events. Whether you're planning a night out at the movies or attending a concert or theatre performance, your NHS role can help you enjoy it for less. Just present your NHS ID or register with eligible platforms to access these offers.

*Please be aware that all salary sacrifice benefits are subject to compliance with National Minimum Wage regulations

Wellbeing Support

CTMUHB offers a dedicated, confidential **Employee Wellbeing Service** designed to support every aspect of your wellbeing - emotional, financial, and physical.

Lles yn Wellbeing at Cwm Taf Morgannwg

Emotional support - services include 24/7 counselling via Vivup, mental health support through Canopi, wellbeing workshops, virtual reality therapy, menopause support, trauma first aid, and mindfulness sessions.

Financial support - you can access free courses like Affinity's "Focus on Your Finances," receive pensions advice, and get financial wellbeing support from HSBC. We partner with Moneyworks Wales, an award winning, government backed payroll saving scheme, to give you the chance to save and borrow directly through your salary

Physical wellbeing - we offer guidance and encouragement to help you stay active and healthy.
Occupational Health offers immunisation programmes, physiotherapy, and general health advice to help you stay well at work.
If you use Display Screen Equipment (DSE), you can claim up to £19 for an eye test and up to £60 in total to cover the test and any glasses that are specifically perscribed for DSE use.

Our full wellbeing offering can be accessed here:
Employee Wellbeing Service - Cwm Taf Morgannwg University Health Board



Work-Life Balance

We offer between 28 and 34 days of **annual leave** (depending on your role and service length), plus bank holidays. You can also **purchase up to 10 additional days** each year.

Our **family-friendly policies** include a range of flexible working options, including hybrid working arrangements for eligable roles. We also offer enhanced maternity, paternity, and adoption pay, along with paid carer's leave, emergency leave, and enhanced sickness pay. In addition, paid special leave is available to support staff during unexpected circumstances.

Onsite childcare facilities are available across some of our hospital sites.



Learning and Development

As a university health board, we're committed to supporting you to engage in your personal and professional development.

Our **Apprenticeship Academy** provides access to qualifications delivered by a network of educational partners and training providers, often securing funding for you to gain qualifications at no personal cost.

Our in-house **Welsh Language service** provides access to **free Welsh language courses.**

We offer a wide range of **bite-sized learning opportunities** and **in-house Leadership & Management Development Programmes,** alongside clinical and non-clinical training through Health Education and Improvement Wales.

CTMUHB also has an extensive **clinical education** offering, accessing funding and pathways for staff to continually develop as part of CTMUHB's Learning Academy. We are also proud members of the **Florence Nightingale Foundation,** supporting leadership development in the Nursing profession

CTMUHB staff and students have access to welcoming **library** spaces across main hospital sites, offering study pods, computer rooms, wellbeing collections, expert research support, training sessions, and a wide range of physical and digital resources to support learning, development, and wellbeing.





Reward and Recognition

We celebrate innovation and excellence through initiatives like the Simply Do Idea of the Month, the Annual iCTM Showcase, monthly Seren Awards, and the Annual CTM Staff Awards, where outstanding contributions are recognised and rewarded.



Relocation Support

If you're considering joining us and would need to relocate, we offer a **relocation package** to support your move where it's necessary and justifiable.

Please email **CTM.Resourcing@Wales.nhs.uk** for a full copy of our relocation policy.

