

INTRODUCTION

We're delighted to offer a wide range of benefits to our employees including;

Health and Wellbeing Initiatives, such as:

Wellbeing Zone – on-line health and wellbeing tool

Occupational Health

Flu Jab/inoculation and other health screening inoculations

Staff Counselling Service including self-referral

Employee Assistance Programme

Staff Physiotherapy Service Access including self-referral

Maternity Seminars

Discounted Gym Membership

Long Service and Retirement Awards

Learning and Development (training and support)

Coaching

Agile Working

Carers Support

Library Services

Childcare

Salary Sacrifice Scheme for Cars

Salary Sacrifice Cycle to Work Scheme

Health Service Discounts / Blue light / Red Guava / PS cash back Black Card

Birmingham Hospital Saturday Fund

Discounted travel passes

Staff Lottery

Pennies from Heaven scheme

BCHC charity challenges

Family Friendly Policies

Buying additional annual leave

Access to trade union membership

NHS Pension Scheme and NEST

OUR BENEFITS

Birmingham Community Healthcare NHS Trust has a dedicated workforce continually delivering the highest standards of patient care. As an employer we are always looking for new ways to reward our staff against a very difficult financial situation. Below are some of the benefits of employment we are able to offer at this time. This is just a snap shot – for full details please use the contact details and the links provided.

Childcare Vouchers (Computershare) and Tax-Free Childcare

All employee childcare voucher schemes nationwide are now closed to new joiners following the introduction of the Government's new Tax-free Childcare scheme.

Existing employees currently within the scheme can remain in the scheme, however employees may lose eligibility for childcare vouchers if:

- You leave the Trust
- You stop work, become self-employed, are made redundant or take a career break of longer than a year
- It's more than 12 months since your last childcare voucher
- Your youngest child turns 15 years old

This new scheme will enable eligible families to receive a contribution of 20% from the Government towards their childcare costs.

The Tax-free Childcare scheme will operate directly between parents and the Government, and parents will be able to open their own childcare accounts. Parents will be able to pay money into a childcare account and have the payments topped up by the Government at a rate of 20%, up to an annual limit of £2,000 per child (or in the case of a disabled child up to £4,000). For example, for every 80p paid in by parents, the Government will top up the payment in the childcare account by 20p.

To qualify, parents must be in work, and each earning at least £115 a week (on average) and not more than £100,000 each per year. Parents can't use Tax-free Childcare at the same time as they receive childcare vouchers.

Parents will only be able to pay their childcare provider from their childcare account if their childcare provider is signed up to the Tax-free Childcare Scheme.

For further information on the Tax-free Childcare Scheme, please visit www.childcare-support.tax.service.gov.uk

Salary Sacrifice Car Scheme - NHS Fleet Solutions

Birmingham Community Healthcare NHS Foundation Trust has teamed up with a new car salary sacrifice provider called NHS Fleet Solutions with effect from 1st April 2018. This new arrangement allows you continued access to leasing a brand new car via your employer, with vehicle maintenance and insurance included for up to three years. NHS Fleet Solutions is an integral part of Northumbria Healthcare NHS Foundation Trust and is the largest public sector provider of a car scheme of this type exclusively for public sector employees. You will be able to obtain a fully-inclusive motoring package for a fixed monthly amount, sacrificed from your salary with no deposit and no credit check required. This optional benefit offers you the chance to access a competitively priced just-add-fuel type car leasing scheme.

Employee benefits for eligible staff include:

- Fully comprehensive insurance, any age including business use for BCHCC only
- Up to 4 additional drivers aged 21 or older at no extra cost and they don't even need to live at the same address as you.
- Routine servicing and maintenance at brand franchised dealerships.
- Tyre and windscreen replacement.
- Annual Vehicle Excise Duty (road tax).
- Breakdown cover.
- Competitive discounts on all major car brands.
- Access to exclusive Special Offers.
- A user-friendly and instant online quotation system.
- A dedicated customer service team.
- A reminder sent six and three months before the end of your leasing term.

We remind everyone interested in the scheme to look at all the information carefully. Entering into any salary sacrifice scheme will result in your gross salary being reduced and would therefore have an impact on your pension and any maternity or redundancy pay.

For further information, please visit <http://www.bhamcommunity.nhs.uk/latest-news/new-fleet-car-scheme/>

To access the scheme, please follow the link below:

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

Cycle to Work scheme

Save money, get fit and reduce your carbon footprint!

The Cycle to Work scheme is a government initiative that encourages alternative travel and reduces our environmental impact. Not only does it enable you to reduce your carbon footprint, but it allows those who wish to cycle to work access to a tax-free benefit. You cannot sacrifice an amount which would result in your salary being lower than the national minimum wage. It is also important to note that entering into any salary sacrifice arrangement will result in your gross salary being reduced and would therefore have an impact on your pension and any maternity or redundancy pay.

Health Service Discounts (Previously NHS Discounts) – free

BCHC employees have access to Health Service Discounts. These are nationally available offers to NHS staff from many national and international organisations. To see what's on offer follow the link www.healthservicediscounts.com

Red Guava – free

Birmingham Community Healthcare NHS Trust are pleased to use the services of Red Guava Benefits for all their employees. The scheme is entirely voluntary...there are no hidden membership fees and as an employee you are able to take advantage of any of the offers available.

For further information, please visit the “Be Supported” section of the Health and Wellbeing pages of the intranet

PScashback Black Cards – NHS staff can earn cashback on everyday spending

This is an exclusive benefit available to NHS employees who can earn cashback every time you shop **online** by clicking through the links to online retailers

Staff can use a PScashback Black Prepaid MasterCard to save up to 5% cashback when shopping **in-store** and **online** at Asda, Sainsburys, Argos, B&Q, Boots, Debenhams, H Samuel, John Lewis, M&S, Mothercare, Pizza Express, Toys R Us, Waterstones and more

These cards are normally priced at £9.99, however, BCHC have been allocated a special discount code allowing colleagues to be provided with a card at a discounted price of only £2.99. **BCHC's Discount Code is bhamccb**

For further information, please visit the “Be Supported” section of the Health and Wellbeing pages of the intranet

Wellbeing Zone

The Trust offer every member of staff and their family access to Birmingham Community Healthcare's Wellbeing Zone; a free online wellbeing tool. The Wellbeing Zone is an online tool designed to help improve health, lose weight, get fitter, eat healthily and manage stress. To login and to watch a video tour of the Wellbeing Zone, go to <http://bhamcommunity.wellbeingzone.co.uk> and use the organisation code BHAM1. **Employee Assistance Programme (EAP)**

The Trust has recently launched a new Employee Assistance Programme which is an additional free and confidential employee assistance programme that can provide counselling, support and advice for staff 24 hours a day, 365 days a year.

You can access this service either by the 24/7 counselling helpline 0800 174 319 or online at <https://www.carefirst-lifestyle.co.uk/> using the Trust's login details (username: **bchcnhs** password: **trust**).

Agile Working

'Agile working' is a term used to describe a more modern working environment which takes into account the most appropriate use of Trust accommodation, incorporates the best use of technology and promotes a more efficient and productive workforce.

The Trust wants to support its staff to be able to work in a way that better suits their work patterns and their patients, rather than having to work from a specific base because that is what has been done historically.

Agile working empowers staff to choose the most appropriate time and place to carry out their work; allowing duties to be completed in the most appropriate place, at the best time and in the best way.

Key benefits

For staff:

- Enable them to choose the most appropriate work place for the task in hand
- Reduce travelling times to a specific base
- Promote an improved work/life balance
- Provide a solution to a temporary problem where travel to the office is not possible

For service users:

- More face-to-face time with worker
- Overall improved service user experience
- Experience a more professional and joined-up service
- Opportunity to benefit from advanced technology

For the Trust:

- Support continuity of service and the efficient functioning of the Trust
- Aid the retention of skilled and experienced staff whose personal circumstances change and who may otherwise leave the Trust
- Help disabled employees to keep their existing employment and support the recruitment of disabled applicants
- Enable the Trust to respond to an individual's need for flexibility in working arrangements, for example to support staff with responsibilities as carers

For further information, the Trust's Agile Working policy can be viewed here:

<http://nww.bhamcommunity.nhs.uk/policies/?entryid18=31198&q=0~agile~>

Birmingham Hospital Saturday Fund (BHSF) – Health Cash Plan

BHSF is well established as a provider of award-winning health cash plans. They have a range of health initiatives to assist people with their everyday health costs. BHSF is a not-for-profit company, with no-one to serve but its customers. The Corporate health cash plan can help you manage the cost of dental treatment, eye tests, new glasses and contact lenses, professional therapy treatments and much more.

Cover starts from as little as £1.35 per week. Anyone over the age of 17 can apply and no medical is required. Premiums will be deducted directly from your salary and forwarded to BHSF. For information, please contact BHSF directly on 0800 622 552 or email sales@bhsf.co.uk

Occupational Health

The aim of Occupational Health is to proactively prevent work related ill health wherever possible.

Team Prevent is the Trust's occupational health provider and is made up of qualified doctors (Occupational Health Physicians) nurses (Occupational Health Advisers or Case Managers). Team Prevent can offer proactive health and wellbeing support, health checks and advice to staff who can either self-refer or be referred via their manager.

For further information please visit: <http://nww.bhamcommunity.nhs.uk/about-us/human-resources/occupational-health/>

Staff Counselling Service - self referral

The Trust offers a free and confidential counselling via Team Prevent, our occupational health provider. For more information or to arrange an appointment, please call 0300 124 0104

Staff Physiotherapy Service access – self referral

Team Prevent, our occupational health provider, offer all staff access to the staff physiotherapy service. To make a referral to physiotherapy, please contact **0800 999 7055**

Maternity Leave Seminars

Maternity leave seminars are designed for new mums-to-be. It is an informal session which offers information about the maternity, paternity and parental leave policies. you will gain a better understanding of maternity leave/pay entitlements, available benefits and an opportunity to have your questions answered. The seminars are held in the meeting room at Priestley Wharf and starts at 12pm. The forthcoming dates for maternity seminars can be found by accessing the learning and development pages of the intranet or clicking [here](#)

Long Service and Retirement Awards

The Trust has policies in place to ensure that employees at BCHC have their contribution to the NHS recognised in the form of a long service or retirement award. For further information, please visit the policies section of the Trust intranet

Buying Additional Annual Leave

The Trust is continually looking at ways to improve the work life balance of staff, recognising the impact this can have on individual's wellbeing and the overall productivity of the Trust.

Employees have the opportunity to apply for additional planned annual leave, up to 5 working days per year (pro-rata for part-time employees). Staff will be able to "buy" additional annual leave by spreading the cost of their leave over the next 12 months. The cost of taking additional annual leave will be calculated using the employee's hourly rate of pay and spread throughout the leave year. The additional leave will be based on the salary at the time of application, however this is subject to change if there is a public sector cost of living rise/incremental change / pay scale change.

For further information, please click on the link below:

<http://nww.bhamcommunity.nhs.uk/about-us/human-resources/buy-more-annual-leave/>

Learning and Development

Staff can access a wide range of learning and education opportunities, including national qualifications, apprenticeship frameworks, leadership and management development, skills for work and post graduate education. If you would like to find out more please contact the learning and development team on 0121 466 6520 or visit their intranet page.

Carers Support

If you care for someone outside of work such as a relative, friend or neighbour who has a long-term illness, disability, mental health problem or frailty due to age, you are not without support. The Trust's Advice and Information Officers can provide information and advice tailored to your individual circumstances and signpost to other appropriate services; enabling carers to make informed choices.

If you would like more information, please telephone 0121466 6503 (this is the main contact number for the Patient Experience Team).

Family Friendly policies

The Trust offers a number of policies to assist employees in achieving a healthy work/life balance. Examples are the Flexible Working Policy and the Supporting Staff who are Carers Policy. For further information, please click here:

<http://nww.bhamcommunity.nhs.uk/policies/?catid=186&p=2>

Access to trade union membership

The Trust works in partnership with Staff Side representatives from all the recognised Trade Unions and professional bodies. Union membership can give staff a range of benefits, including:

- Protection and representation at work
- Health and safety guidance and support
- Confidential welfare services for staff and their dependents in difficult times
- Legal services including free help with work problems and legal support for members and their families

For further information, please visit <http://nww.bhamcommunity.nhs.uk/departments-and-services/staff-union/>

NHS Pension Scheme and NEST

To be eligible to join the NHS Pension Scheme you need to be between the ages of 16 and 75 and you must be directly employed by the NHS.

Benefits as a Scheme member include (subject to Scheme eligibility):

- NHS Pension benefits are fully guaranteed by Government
- In addition to your member contributions, your NHS employer also contributes the equivalent of 14% of your pensionable pay towards your Scheme benefits
- The contributions paid are based on your pay before tax, therefore you receive tax relief on the contributions paid
- The annual pension is payable for life and is increased each year in line with Consumer Pricing Index (CPI)
- Tax free lump sum upon retirement for members of the 1995 Section
- The option to give up part of your pension in order to claim a bigger lump sum in the 1995 Section
- Members of the 2008 Section have the option of giving up part of their pension to receive a lump sum
- Death in service life assurance lump sum
- Pension benefits payable to dependents' including children
- Ill health retirement benefits

For further information, please visit the NHS Business Services Authority website at www.nhsbsa.nhs.uk

If you cannot be enrolled in the NHS scheme for any reason, your employer will enrol you in an alternative qualifying pension scheme, such as the National Employee's Savings Trust (NEST). NEST is a new qualifying workplace pension scheme where employees have a single retirement 'pot' that can stay with them for life, regardless of whether they change jobs, or work for more than one employer. For more information, please visit their website:

www.nestpensions.org.uk