NHS
Mid Cheshire Hospitals
NHS Foundation Trust

Our Trust
BENEFITS BROCHURE

Because you matter

OUR BENEFITS

We are proud to shout about why MCHFT is a great place to work and the wide range of benefits available to those who chose to join our family and invest in their career here at MCHFT. We have recently been awarded the NHS Pastoral Care Quality Award for our great pastoral support to internationally educated nurses and midwives, alongside our Bronze Award for being an armed forces friendly employer with our commitments to the Armed Forces Covenant, as well as our many other awards and accreditations

We know that in a busy organisation with so much going on, it's possible to overlook things which might be of value to you. As such we've created this handy summary document to provide you with an overview of some of the fantastic benefits and opportunities available, as well as sign-posting you to where you can find more information about the things of interest to you.

COMPENSATION

Average UK employer pension contribution is a

low 4.5%

MCHFT contribute a whopping 14.38% of your salary

35 days annual leave incl. bank holidays, rising to a **maximum of 41 days** incl. bank holidays

Annual pay review

Generous petrol allowance

Increase your earnings via **flexible** staffing BANK opportunities

Shift pay enhancements for weekends and bank holidays, **significantly increasing** basic pay

CAREERS INVESTING IN YOU

Access to an extensive range of **highly evaluated** leadership development and general **learning opportunities**

In **2022/23** alone, we have made over **120 places** available across our leadership programmes

24/7 access to self-directed learning options via the trust learning zone and partner platforms

On and off the job learning opportunities, including; stretch projects, secondments, shadowing, apprenticeships and other experiential learning

Motiv8 and Scope for Growth Talent Conversations to **maximise your potential**

WELLBEING BECAUSE YOU MATTER

Confidential

occupational health self-referral

Fast track Physiotherapy support for Musculo-skeletal injuries

Free vaccinations and help with the cost of glasses and eye tests

Walking routes

Discounted complimentary therapies

Employee assistance programme with **FREE** access to **24/7 counselling**, bereavement, and financial wellbeing support

Wellbeing rooms

LIFESTYLE BENEFITS

Access to policies to **support work life balance**, including varied working patterns; hybrid working opportunities and so much more

Buying and selling of annual leave of up to 10 days

Technology benefits scheme, reducing costs of household items

Tax-free **cycle to work scheme**

Salary sacrifice **car lease schemes**

Staff discounts across hundreds of shops, restaurants (Morrisons, Nandos, etc.) services, cinema and days out tickets and so much more

Monthly staff lottery

Flexible retirement package, providing opportunity to vary working in lead up to retirement

CULTURE BEST PLACE TO WORK

We strive for more

Opportunity to **get involved** with broad ranging multi-disciplinary projects

Innovation

We respect

We **value and recognise** colleagues' contribution.
10, 20, 30 AND 40 years service awards

Annual trust awards

Monthly trust wide **Because You Matter awards** scheme

We put you first

Autonomy and involvement

Engagement, listening events, staff survey and pulse / colleague voice

Diversity and Inclusion

We work together

Excellent Trade Union partnership working

Staff Networks

and groups/events supporting social connections such as arts group, choir, charity events, Schwartz rounds,

COMPENSATION

Salary Sacrifice

Salary Sacrifice Schemes allow employees to agree to give up part of their salary for non-cash benefits, to receive savings. At MCHT, we currently offer the following schemes:

Car Salary Sacrifice Scheme
For more information click here:
https://vivupbenefits.co.uk/solutions/car-benefit

Bike Salary Sacrifice Scheme
For more information click here:
https://vivupbenefits.co.uk/solutions/cycle-to-work

Technology Benefit Sacrifice Scheme
For more Information click here:
https://vivupbenefits.co.uk/solutions/home-and-electronics

Wagestream

Wagestream is a financial wellbeing scheme that gives you more control over your finances through a personal app. The App provides a suite of tools that enables you to track your earnings in real-time, save direct from your pay as well as early access to a capped percentage of your earned wages. Click here for more information:
https://sme.wagestream.com

Pensions

Staff who are transferring to NHS terms and conditions will automatically be made a member of the NHS Pension Scheme. It is a tiered contribution rate based on your whole-time salary, ranging from 5.1% to 13.5%.

The Trust contributes a whopping 20.62% to this compared to a low 4.5% average for private sector pensions. It is your decision if you wish to opt-out at any point, however you may re-join at any time in the future. The pension scheme offers protection against ill health retirement and a death in service payment equal to two years' salary.

You can also contact the Pension Scheme for any questions on 0300 3301 346 or visit the website:
www.nhsbsa.nhs.uk/nhs-pensions

Annual Leave

Excellent annual leave entitlement: 27 days, rising to 29 after 5 years' NHS service and rising to 33 after 10 years' service, in addition to bank holiday entitlements. This means you could have 35, 37 or even up to a whopping 43 days off per year depending on your length of service!!

Buying or Selling of Annual Leave

The Buying Annual Leave scheme is in place to allow colleagues the opportunity to flex their terms and conditions to support their health and wellbeing and take period of unpaid leave of no less than 1 week and no more than 12 weeks within a 12-month period. The advantage being that deductions can be made over the financial year so the impact on monthly pay is reduced.

On occasion the Trust recognises exceptional operational pressures and will implement an ad-hoc process which allows colleagues to 'sell back' a proportion of their annual leave. This scheme is not offered every year

Flexible staffing BANK opportunities

Increase your earnings via flexible staffing BANK opportunities. Working for the Bank can offer a very flexible approach to work, with shifts up to eight weeks in advance across all areas, all self-booked according to your commitments. For staff who are already employed, Bank work provides an opportunity to top-up your earnings as and when you need or enables you to try out new experiences and departments. Shift pay enhancements for weekends and bank holidays, can provide a significant boost to basic pay.

If you want maximum flexibility to work around your existing commitments, Bank only working can offer this opportunity with full visibility of shift availability with our electronic self-booking App. We offer a variety of shifts seven days per week, weekly pay and full training relevant to the role.

You can find out more about bank working here:
https://www.mcht.nhs.uk/work-us/staffing-bank

CAREERS INVESTING IN YOU

Talent Development and Career Conversations

At MCHFT we are proud to have our Motiv8 appraisal process, which seeks to support colleagues to reach their potential. Through Motiv8 conversations, colleagues are able to talk about wellbeing, performance and important career development options, aided by the Scope for Growth talent model. Reflection and discussion around where you are now and where you want to be, are key to identifying a development approach which is right for you, rather than following a fixed plan.

MCHFT has a wide range of tools and resources, as well as training available to help you get the most out of your Motiv8 sessions. You can find out more by visiting our trust Motiv8 page at: *https://mchft.sharepoint.com/sites/e-Learning/SitePages/Motiv8-&-Development-Resources.aspx*

Leadership Development and CPD

MCHFT truly is a learning organisation, which invests heavily in enabling people to develop the skills needed to maximise their potential. Our leadership development offer is carefully planned and evaluated to ensure quality development offers are available to all levels of the organisation, alongside a broad calendar of learning of events and CPD opportunities.

The trust offers 24/7 access to a range of self-directed learning resources through our Learning Zone and our various partner providers platforms and hubs, enabling you to access the CPD that you want, when you want.

You can find out more about the trusts wide range of programme offers, training and resources via our annually published Learning and OD Prospectus or by visiting our hub page: *https://mchft.sharepoint.com/sites/e-Learning/SitePages/Welcome-to-MCHFT-Learning-and-OD.aspx*

Coaching and Mentoring

Coaching and Mentoring is all about empowering people to make personal change and unlocking potential. Through coaching and mentoring colleagues can identify challenges and develop skills and plans to address them, making change happen.

At MCHFT we are privileged to have our own small in-house accredited coaching faculty to offer you support. We are also able to offer colleagues access to external coaches and mentors from across Cheshire & Mersey network via a slick and easy to use caching hub platform.

If you would like to find out more about coaching and mentoring at MCHFT you can visit our coaching hub page using the link below or you contact our Organisational Development Team at: *OD@mchft.nhs.uk* or visit: *https://coachingandmentoringhub.nhs.uk/*

The Library and Knowledge Service

The Trust has an onsite library providing 24/7 access to a range of physical and online books, (work and leisure) resources, educational aids, digital equipment loans, study areas, quiet space and relaxation areas, bookable rooms, hot-desk facilities.

For those on the go or doing late night study, we have kitchen facilities available. Our information services can be accessed from anywhere in the UK and our helpful team can support you to access the information you need to achieve the best for our patients.

For more information, please visit the library website at: *https://www.mcht.nhs.uk/our-services/jet-library* (external)

Apprenticeships

Apprenticeships are for everyone, they are a work-based training programme which incorporate skills development, technical knowledge, and practical experience. The Trust has a wide range of work-based qualifications available via the apprenticeship route, dependant on your role, place of work and various possible career pathways.

For more information please visit: *https://www.instituteforapprenticeships.org/apprenticeship-standards/*

Preceptorship

To help ensure the best possible start for our newly qualified practitioners, newly registered practitioners or those returning to practice, we offer a multidisciplinary preceptorship programme.

This programme offers:

- A period of structured support to aid the transition from a student to a qualified practitioner, including those newly registered and returning to practice
- Support of an experienced practitioner, acting as a preceptor in practice
- Regular meetings with a preceptor
- Facilitated learning /study days

For further information, please contact the PEF team on: *pefteam@mcht.nhs.uk*

WELLBEING BECAUSE YOU MATTER

Wellbeing

At Mid Cheshire Hospitals NHS Foundation Trust, we are committed to supporting the health and wellbeing of our colleagues. Support is delivered under the four pillars of Financial, Social, Psychological and Physical Wellbeing. To see all of the Trusts support, resources and the range of wellbeing activities for our colleagues, please follow the link here to our intranet site: *https://mchft.sharepoint.com/sites/intranet/Health&Wellbeing/SitePages/Home.aspx*

Employee Assistance Programme

Our Employee Assistance Programme colleagues a range of dedicated online and telephone services which are available 24 hours a day, 365 days a year. Confidential support is available and, dependent on the nature of the issue, counselling or information services can be provided by fully qualified professionals both in person at Leighton or virtually.

For more information regarding Employee Assistance, please click here: *https://mchft.sharepoint.com/sites/intranet/Health%26Wellbeing/SitePages/health-assured(1).aspx*

Free Counselling

Free counselling for all colleagues can be accessed both in person at Leighton Hospital and/or virtually. Partners and dependents* can access structured telephone counselling through the provider. For more information regarding this service, please click here: *https://healthassuredeap.co.uk/*

**Health Assured define dependents as living in the same household, aged 16 to 24 and in full time education*

Mental Health First Aiders

Mental Health Matters, so we have a team of Mental Health First Aiders across the Trust and CCICP who have received specific training accredited by Mental Health First Aid England to support colleagues with their psychological wellbeing.

If you have any questions about Mental Health First Aid or would like to talk to someone in complete confidence about your mental health, please contact: *MentalHealth.FirstAid@mcht.nhs.uk*

Access to Physiotherapy

All Mid-Cheshire and CCICP employees can self-refer into Physiotherapy without having to wait to be referred by a healthcare professional or their GP. Please click here for more information: *https://mchft.sharepoint.com/sites/intranet/RapidAccessPhysiotherapy/SitePages/Home.aspx*

Occupational Health

The Occupational Health Service is an impartial, confidential service that helps staff improve and maintain their health and wellbeing, ensuring everyone experiences a working environment in which they are physically and emotionally suited.

For further details please contact Occupational Health on the below:
Phone: 01270 612372
Email: *occupationalhealth.leighton@mcht.nhs.uk*

Wellbeing and serenity rooms

The Trust has a number of wellbeing and Serenity which were established with the purpose of provided a space where staff could go to take a few minutes out to recharge themselves and 're-balance'.

Please see below a list of our Wellbeing and Serenity Rooms across our sites:

- Old Theatres (opposite Ward 9)
- Ward 6, 10,3,5,15 –Serenity room / relative's room
- Verdin House
- VIN

Eye Tests

Colleagues can contact Occupational Health who will issue them with a form prior to their appointment that they will need to take to their optician. Depending on how long they need to use their VDU for work purposes, they will be entitled to a standard free eye test and possibly a contribution to corrective lenses if required for display screen use.

Colleagues can claim this once every two years and any entitlement is reimbursed in monthly pay. For further details please contact Occupational Health on the below:
Phone: 01270 612372
Email: *occupationalhealth.leighton@mcht.nhs.uk*

LIFESTYLE BENEFITS

Flexible Working

The Trust is committed to providing employees with the opportunity to balance their work and personal lives wherever practicable, whilst ensuring that any associated legislative requirements are also met.

Flexible working can unlock new opportunities and contribute to positive mental health, wellbeing, and engagement.

Agile Working

Agile working is driven by the work itself, utilising procedures, and systems, including digital/technological opportunities to conduct work from home or other Trust and non-Trust locations. This agility should improve the effectiveness and efficiency of colleague's work, which will ultimately delivery enhanced patient care. To find out more about Agile Working at the Trust and what may be applicable for yourself and your role. Please click here: *https://mchft.sharepoint.com/sites/intranet/OurPeoplePortal/SitePages/Agile%20Working.aspx*

Staff Discounts

There are a number of discount perks to working in the NHS, here are a few which can help you to get money off in a range of locations. Individual companies also often provide direct NHS discount (often you need to present your work phot ID as proof) so its always worth asking whether NHS discount is available.

The Blue Light Card
The Blue Light Card is a discount card available to all NHS staff and gives you access to over 150 internet discounts, 300 cash back offers and 60 high street discounts. The cost is £4.99 for a 5-year membership for the high street card.
https://www.bluelightcard.co.uk/

Healthcare Staff Benefits
Exclusive discounts have been negotiated for Trust employees with Local and National companies at Healthcare Staff Benefits.
https://www.healthcarestaffbenefits.org/

Health Service Discounts
Health Service Discounts provide NHS employees, their family and friends with exclusive discounts, brilliant deals and money-saving offers. It's free to join and free to access fantastic deals and exclusive discounts. Simply register for cashback offers, discount offers, voucher codes and a whole range of benefits.
https://healthservicediscounts.com/

Monthly staff lottery

The Pulse Staff Lotto is a monthly prize draw open to anyone who is employed by MCHFT, offering the opportunity to win, whilst supporting our Mid Cheshire Hospitals Charity. You can buy a number to enter the monthly lottery, via monthly salary deduction of £2 per number (max of 5 per person).

Taking part is simple – contact the Payroll department or visit the Charity office (near the main entrance of Leighton Hospital) to collect an application form. The form can then be returned to either the Charity office or Payroll.

Flexible retirement

Package to vary working in lead up to retirement

CULTURE BEST PLACE TO WORK

Reward and Recognition

We believe it's important that colleagues feel recognised and rewarded for the hard work that they do. As such at MCHFT we have a dedicated reward and recognition group whose focus is to help improve reward and recognition practices across the trust.

Long-Service Awards

It's a privilege and honour to have colleagues who choose to dedicate large proportions of their career in supporting Mid Cheshire and the NHS to be a great place to work. We believe that this dedication and these important career milestones should be recognised and celebrated as such we recognise colleagues for 10, 20, 30 and 40 years of service with Mid Cheshire.

All colleagues reaching their service milestone receive a milestone recognition pack with commemorative pin badge and the following years' service also receive a voucher.

You can access further detailed information about the trust long-service award here: *https://mchft.sharepoint.com/SitePages/Reward-and-Recognition.aspx*

Because You Matter Awards

At MCHFT we have a great workforce, who strive passionately to deliver excellent outcomes and care in all the work that we do. As such we have introduced the trust wide 'Because You Matter Awards'. Colleagues, managers, patients and others can nominate individuals or teams to be recognised for their excellent work, care and compassion aligned to our values. Monthly winners proceed to a selection panel for the annual 'Because you matter Awards'.

This celebration event provides the opportunity to come together collectively, to showcase our colleagues excellent achievements and to help people feel valued for all that they do. You can find out more information about the awards via the below link: *https://mchft.sharepoint.com/SitePages/Reward-and-Recognition.aspx*

Your Voice Matters

The views and opinions of our colleagues are essential to our work, informing us if we are on the right track and helping us to pay attention to the things which matter. We have an annual staff survey, supported by a smaller quarterly People Pulse Survey to keep an eye on our progress. We also capture and include colleague views, via focus groups, and other engagement events, like our new starter check-in's. You can access and view the trusts survey results by clicking the below link: *https://www.nhsstaffsurveys.com/results/*

Involving you in making change

Our trust has a strong improvement focus which seeks to embed improvement in all that we do. We have a dedicated Continuous Improvement team who offer a broad range of training, workshops and coaching support, enabling you to help make change happen.

There are many projects, workstreams and change projects taking place at any given time, so speak to your manager about things you might be able to get involved with. To learn more about continuous improvement at MCHFT you can click the link below:
https://www.mcht.nhs.uk/about-us/quality-improvement

Staff Networks

Staff networks provide a forum for colleagues to connect together around shared identities, as well as providing an avenue for peer support, sharing opinions, and working towards advancing equality and inclusion across the trust for all. MCHFT supports a range of networks for staff to join.

To find out more information about our staff networks click the following links to access an overview of the network and relevant contact information.
https://mchft.sharepoint.com/sites/intranet/HR/EqualityandDiversity/SitePages/Staff-Networks.aspx

Freedom to Speak Up

At one time or another, we may have concerns about what is happening at work. We recognise the importance of creating a culture where staff concerns are genuinely welcomed and fully considered and where feedback is given. We have a Freedom to Speak Up Guardian named Sian Axon Head of Nursing for Emergency Preparedness, who aims to act to act as an impartial source of advice for staff, ensuring that the primary focus is on the safety issue and that cases are handled appropriately, issues are addressed and that there are no repercussions for the person who raised it. You can find out more about freedom to speak-up by clicking the below link:
https://www.mcht.nhs.uk/FTSU

Trade Union

MCHFT is proud of the excellent partnership relationships we have built with our Trade Unions colleagues and organisations. We have a Joint Consultation and Negotiation Committee (JCNC) which meets bi-monthly; we also have a Joint Local Negotiating Committee (JLNC) for medical staff and a fortnightly informal partnership meeting.

We actively seek to include trade union colleagues in our various work streams, committees, and groups.

Armed Forces and Veterans Support

Mid Cheshire Hospitals NHS Foundation Trust commits to embed and uphold the principles of the Armed Forces Covenant. As an organisation, we recognise the value serving personnel, reservists, and veterans can bring to NHS roles.

As a signatory to the Covenant, we:

- Promote that we are a 'Forces Friendly' organisation.
- Strive to support the employment of serving personnel
- Support our employees who are members of the Reserve Forces, including by accommodating their training and deployment where possible.

You can find out more about our trusts work to be a forces friendly organisation here:
https://www.mcht.nhs.uk/about-us/armed-forces-covenant

Available on the App Store

GET IT ON Google Play

NHS
Mid Cheshire Hospitals
NHS Foundation Trust

YOUR STAFF APP

It's free to download and provides a handy one-stop-shop for everything MCHFT from the comfort of your phone.

With the Staff App, you'll be able to:

- Quickly access all your work-based links including E-roster, ESR and email
- Stay connected with the latest Trust news and be kept up to date
- Celebrate the achievements of colleagues and share your view
- Win prizes and gain access to money-saving discounts exclusively for NHS staff
- Opt-in to receive urgent push notifications and be first to receive special offers.

mcht.nhs.uk MidCheshireNHS

Because you Matter