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CYMRU  
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WALES

Partneriaeth  
Cydwasaethau  
Shared Services  
Partnership

# NHS Wales Shared Services Partnership

*Delivering Value, Innovation and  
Excellence through Partnership*

## Our Benefits



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[www.nwssp.nhs.wales](http://www.nwssp.nhs.wales)

# Our Benefits



## Compensation

Salary sacrifice options including:

- » Lease car scheme
- » Home electronic scheme
- » Cycle 2 work scheme
- » Salary finance scheme

Other options include:

- » Blue light card
- » NHS & Nest Pension schemes
- » Health Shield
- » Health service discounts



## Benefits

- » Generous Holiday
- » Annual Leave Purchase
- » Financial & Health Wellbeing Initiatives
- » Long service awards
- » Staff recognition awards
- » Employee Assistance Programme
- » Flu Vaccination Programme
- » Appreciation Station



## Career

- » Career Pathways
- » Work Placements
- » Graduate Programme
- » Apprenticeships
- » Professional Development



## Environment

- » Recognition
- » Trust
- » Autonomy
- » Personal Achievement
- » Life-Work Balance
- » Collaboration
- » Agile Working
- » Inclusion



# Compensation

## Salary Sacrifice

- » A salary sacrifice arrangement is an agreement to reduce an employee's entitlement to cash pay, usually in return for a non-cash benefit.

## Lease car scheme

- » NHS Fleet Solutions is the UK's original public sector salary sacrifice scheme, offering a brand-new car of your choice on a two or three-year lease.

## Home electronic scheme

- » You can choose from a range of home electronic devices and items, which will make savings on your National Insurance and pension contributions – ultimately it is an opportunity for you to save money on home technology and spread the cost, with no deposits or hidden payments.

## Cycle 2 Work Scheme

- » Cycle2Work is a great employee benefit which offers the most cost-effective way to get new cycling equipment. The scheme is run via a salary sacrifice scheme meaning you won't pay tax or national insurance – this saves you between 33.25% and 43.25% on your new bike and accessories. This reduced cost is simply deducted out of your payslip over 12 or 18 months, so no need to worry about large one-off costs!

## Salary finance scheme

- » We offer access to affordable loans – all underpinned by accessible and engaging financial education to improve your financial wellbeing.

## Blue light card

- » A discount service for the emergency services, NHS, social care sector and armed forces, providing our members with thousands of amazing discounts online and on the high street. For just £4.99, members of the Blue Light community can register for 2-years access to more than 15,000 discounts from large national retailers to local businesses across categories such as holidays, cars, days out, fashion, gifts, insurance, phones, and many more.



## NHS Pension scheme

- » The NHS Defined Benefit Contribution Pension scheme is fully guaranteed by the government, with the NHS putting in 20.6% of a member's salary on top of their own contributions. New starters to the NHS are automatically enrolled in the NHS Pension Scheme. However, it is voluntary, and employees may choose to opt out.

## Health Service Discounts

- » Whether you're giving your all on the frontline or in the back office, if you work in healthcare you can save with our huge range of NHS & healthcare discounts, money-saving deals and vouchers, including travel and holiday deals, top fashion discounts, money off electricals and homeware, through to deals on mobile phones, utilities, and an exclusive cashback card.

## Nest Pension Scheme

- » NEST is a qualifying workplace pension scheme that was set up to help employers meet their Auto-Enrolment obligations. With NEST, 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.

## Health Shield

- » Health Shield is a cash plan that is a great way to look after your health and wellbeing as you claim back the costs of your everyday healthcare such as dental treatments, prescription glasses and contact lenses, Physiotherapy sessions, private specialist consultations and so much more. It is easily set up through payroll deduction and best of all you can take out cover for you, your partner, and your children are covered for free up to the age of 21.





# Benefits



## Financial & Health Wellbeing Schemes

- » Your health and well-being are of the utmost importance to us at NWSSP. We want to ensure that we provide you with support, safety and comfort, allowing you to feel nurtured and be happy at your place of work (as well as at home).
- » We offer dedicated online resources, contacts, tips and guidance designed to support your health and well-being and provide access to support services, well-being fact sheets, and educational resources to help with life's challenges.

## Long Service Awards

- » The NHS Wales Shared Services Partnership appreciates the invaluable contribution made by its employees and wishes to encourage and reward loyalty, motivation and experience. (This will be based on total length of service working for the NHS, not just NWSSP).

## Annual Leave Purchase

- » An annual leave purchase scheme is a simple, flexible employee benefit. The scheme works through salary sacrifice, with employees agreeing to a reduction in pay in exchange for receiving additional holiday.

## Generous Holiday

- » Annual leave entitlements per leave year will start at 28 days (and increase incrementally based on length of service). In addition to annual leave entitlement, staff are entitled to 8 paid Statutory Bank Holidays. In the case of all part time staff, this entitlement is pro rata to the full time allowance of 28 days annual leave and 8 bank holiday days. The calculation of this entitlement is always proportional to the number of basic contracted hours worked. All new members of staff will be entitled to annual leave plus Statutory Bank Holidays in the year of joining the NHS, on a pro-rata basis.

## Appreciation Station

- » The NWSSP Appreciation Station provides a digital platform for staff to recognise colleagues and will be published on this page, internally via our staff intranet- as well as via all television screens within our sites.

## Flu Vaccination Programme

- » Based on eligibility, NWSSP staff will have access to a free flu vaccination.

## Employee Assistance Programme (EAP)

- » What is an EAP? An EAP, or employee assistance programme, is a confidential, well-being service offering support and practical advice on a range of topic (e.g. bereavement, stress, anxiety, money management and legal rights) that might be impacting on employee wellbeing and/or performance.

## Staff Recognition Awards

- » The NWSSP Staff Awards are a chance for our colleagues to receive well-deserved recognition for their work in a variety of areas. This gives you a chance to nominate and recognise your colleagues in line with the organisations core values and objectives.





# Career

**We are committed to investing in the development and careers of our employees. Some of our opportunities include:**

## Professional Development

Professional development is a process that aims to improve and increase the capabilities of staff through access to education and training opportunities in the workplace or through watching others perform their job. NWSSP offers access to a number of qualifications that are funded by Welsh Government. These include accredited qualifications and on-the-job learning. Alongside this, the NWSSP People & Organisational Development team develop and deliver a number of courses and workshops that you can access. Opportunities include learning to support:

- » Leadership Skills
- » People Management Skills
- » Wellbeing
- » Diversity and Inclusion
- » Continuous Improvement
- » Digital Skills
- » Welsh Language Skills
- » Essential Skills

## Career Entry Routes

NWSSP are supporting career entry routes in the community and at all levels of the organisation as part of the Widening Access Agenda. We are committed to widening access to all levels over the organisation, with more opportunities becoming available over time in a variety of different routes and programmes including:

- » Work Placements
- » Apprenticeships
- » Graduate Programme

**We also support access to Profession specific qualifications**





# Environment

## Autonomy

- » We will empower you to work autonomously, meaning employees have the freedom to work in a way that suits them.

## Life-Work Balance

- » We actively encourage a healthy life-work balance, prioritising the demands of an employees career and the demands of their personal life.

## Recognition

- » We celebrate your achievements and recognise the excellent work that our employees do.

## Collaboration

- » We work with individuals including patients, colleagues, and other organisations; taking pride in all that we do, valuing and respecting each other, being honest and open and listening to the contribution of others.

## Trust

- » We support all our colleagues in doing the jobs they have agreed to do. We will regularly ask about what colleagues need to do their work better and seek to provide the facilities they need to excel in the care they give. We will listen to our colleagues and act on their feedback and concerns.

## Personal Achievement

- » We invest in our learning and development. We make decisions that benefit patients and users of our services by appropriate use of the tools, systems and environments which enable us to work competently, safely and effectively. We actively innovate, adapt and reduce inappropriate variation whilst being mindful of the appropriate evidence base to guide us.





## Inclusion

- » We pride ourselves on being an inclusive organisation, enabling staff to have a voice by having opportunities to contribute through initiatives such as Culture Change Champion and Health and Well-being Champion roles. We support colleagues through a number of staff networks and we are a member organisation of the Employer's Network for Equality and Inclusion who, in 2022, recognised NWSSP with a Highly Commended Award in Enhancing Wellbeing and Belonging at Work.

## Agile Working

- » Agile working offers us huge potential to work together effectively and improve how we work for the benefit of our customers. As well as helping us to provide a better service to customers, it gives you the opportunity to be outcomes focussed, whilst maintaining a good life-work balance.





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Thank you for reading our staff benefits document. If you would like to find out more, please visit our website, our social media channels, or use the contact details provided below:



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