

Moorfields Eye Hospital NHS Foundation Trust

NHS

Staff Benefits

At Moorfields Eye Hospital, every innovation in eye care and every life changed through sight-saving treatment starts with you — our people. You make Moorfields more compassionate, more expert, more pioneering.

That's why we're proud to be ranked as one of the top NHS trusts for job satisfaction and for staff recommending us as a place to work or receive care. Here, you'll join a diverse, collaborative team united by a shared purpose: delivering excellence in eye care, underpinned by kindness and equity.

Your wellbeing and development matter to us. Because when you thrive, we all do. We offer a wide range of meaningful benefits that reflect your value — from career-building opportunities and wellbeing support to flexible working and rewards that fit your life.

Together, we go further. Together, you make us more.

NHS Pension

The NHS Pension is still one of the most generous in the UK. You will have the opportunity to join the NHS pension scheme which includes an employer contribution of 23.7%. Joining the pension also provides an excellent package of pension benefits and flexible retirement opportunities.

Special Leave Policy

- Maternity/adoption leave – up to 52 weeks depending on length of service
- Paternity leave/Shared Parental leave policy
- Carers and special leave policy

Annual Leave

For non-medical agenda for change colleagues:

- New starters – 27 days plus bank holidays
- After 5 years' service – 29 days plus bank holidays
- After 10 years' service – 33 days plus bank holidays
- For Medical colleagues:
- Up to 32 days annual leave depending on contract.

Sick Pay

- For 1 year service – 1 month full and 2 months ½ pay
- 2-year service – 2 months full and 2 months ½ pay
- 3-year service – 4 months full and 4 months ½ pay
- 4 & 5-year service – 5 months full and 5 months ½ pay
- After completing 5 years' service – 6 months full and 6 months ½ pay

Benefits & Discounts

- Access to Vivup our employee benefits platform for savings and one-off discounts at a range of retailers
- 24/7 access to our Employee Assistance Programme provided by HealthHero Assist
- Free online Pilates membership
- Cycle to Work scheme
- Car leasing scheme for electric and hybrid-electric vehicles
- Season ticket loan (available after 3 months service)
- Free eye tests for all staff and 30% discount on glasses and lenses
- Free flu vaccinations for all staff
- Free wills for Moorfields staff through Moorfields Eye Charity
- Free 30-minute 121 consultation with a Chartered Financial Advisor
- 20% discount at Your Coop Little Pioneers Islington Nursery
- Discounted tickets for West End Shows



Transport links

Our main hospital is based at City Road, London, close to Hoxton and Shoreditch a 5-minute walk from Old Street Tube (Northern Line) with access to many transport links. We also operate from 23 other locations in and around London as well as Essex, Bedford, Surrey, Middlesex, and Hertfordshire, all close to good transport links.

Staff Training & Development

We support staff at all levels to develop their careers - we invest heavily in training, and education. This includes:

- Opportunities to undertake an apprenticeship
- Access to a range of training via the Learning & Development department
- Opportunities for continuous professional development
- Sabbaticals

Work life balance

Moorfields is a flexible working friendly organisation, and we are committed to helping our employees achieve a work-life balance that is beneficial for health and wellbeing, motivation levels and job satisfaction. Every employee of the trust has the right to request to work flexibly. Please speak to us about how we might be able to accommodate a flexible or hybrid working arrangement. If it works for the service, we will do our best to make it work for you.

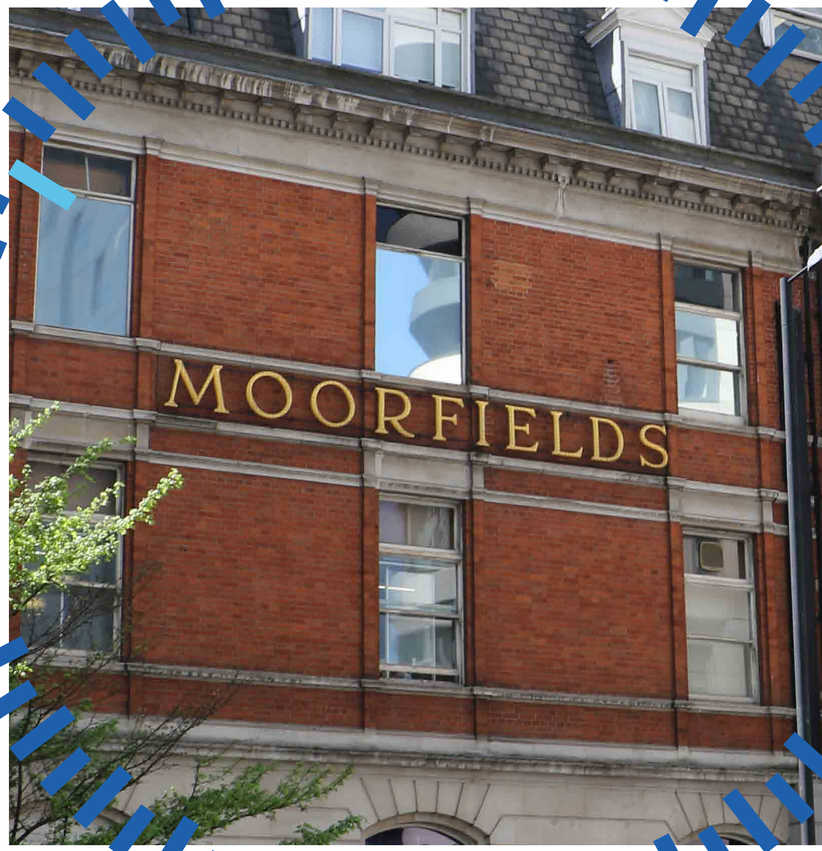
Celebrating the best

We run an employee and team of the month scheme to recognise staff who go above and beyond their roles to support patients or colleagues. We also celebrate achievement and excellence at our annual Moorfields' Stars ceremony.

We recognise their exceptional work through several awards and initiatives, including the Daisy Awards for our registered nurses.

Private Healthcare Discounts

You can access a 25% discount on hospital fees with Moorfields Private for Moorfields colleagues and their immediate family.



Staff networks

As part of our commitment to inclusion and staff wellbeing, we offer a range of staff networks that new starters are welcome to join. These networks provide supportive spaces for colleagues with shared experiences or interests to connect, contribute, and help shape our organisational culture..



Aurora
Our network supporting women in the workplace

Aurora aims to help foster an inclusive work environment that supports women's professional growth through mentorship, advocacy, and community building. It is a forum to discuss gender specific issues and aims to empower women to thrive, benefiting both individuals and our wider organisation.

BeMoor
Aiming to advance equity, diversity and inclusion

BeMoor aims to advance equity, diversity and inclusion for those who are from an ethnic heritage background. The network offers practical and emotional support in a safe and confidential space, as well as advocate for staff retention, career progression and inter-cultural understanding.

MoorAbility
Supporting staff with disabilities and long term health conditions

MoorAbility supports staff with disabilities and long-term health conditions. The network advocates for staff with disabilities and long-term health conditions (both visible and invisible) so their experience of working at Moorfields is equitable, inclusive and kind.

MoorPride
Moorfields LGBTQIA+ Staff network

MoorPride is a staff network for LGBTQIA+ staff and allies, MoorPride aims to promote equality for LGBTQIA+ people, whether staff or patients. It provides a regular forum for members to meet and discuss LGBTQIA+ issues, as well as giving information and support to staff and assisting with the co-ordination of social, cultural and educational events.