

# WHY WORK AT ROYAL FREE LONDON NHS FOUNDATION TRUST?

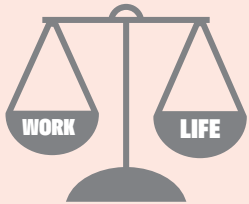


## Thinking of starting a family

Once you've been working in the NHS for a year, you're entitled to up to 52 weeks of maternity and adoption leave. We also offer paternity and parental leave. You can also benefit from access to our onsite staff nurseries, childcare vouchers, and many other entitlements outlined in our family leave policy.

## Worried about the cost of living?

Our robust financial wellbeing support offer allows you to make use of numerous salary sacrifice schemes (car lease, home electronics, cycle to work, season ticket loan and nursery), along with access to various discount platforms and advisory services. If you are new to London you can also access our onsite accommodation service for renting support and advice.

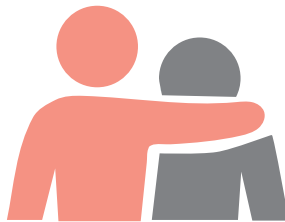


## Keen to maintain a shift-life balance?

Our flexible working policy outlines that staff can request flexible working, to help you balance work and life at home. This includes self-rostering - so you can choose your preferred shifts and maintain a 'shift-life' balance whilst working in this role.

## Looking for emotional support, or simply needing somebody to talk to?

All staff have access to a holistic and comprehensive health and wellbeing offer to support you at work. This includes peer support, access to our bespoke psychology service and a 24/7 support line. We also have a range of special leave to support you with personal circumstances, as we know that life happens and sometimes unplanned leave may arise.



## Keen to have a voice in the organisation and join a like minded group of staff?

You can be a part of wider communities in the Trust by joining our dedicated staff networks, such as the LGBTQAI+ network; Ability@The Free network; Black, Asian, and Minority Ethnic Group (BAME) network; Women's network; Greener RFL Sustainability Network and the Flourish staff network.



## Want to keep learning and develop your career?

All staff have access to CPD (continuing professional development) opportunities including personal development courses and access to the RFL coaching hub.

## Appreciate being recognised for what you do?

Our reward and recognition programme allows you to showcase your hard work and commitment to the organisation.



## Want future proof financial security?

Gain automatic access to the NHS pension scheme and benefit from one of the most comprehensive and generous schemes in the UK.

## Value time off?

New starters get 27 days annual leave, rising to 33 days over time, plus an extra 8 days paid leave for bank holidays. You can also buy up to three days additional annual leave (through salary sacrifice).



# ABOUT THE ROYAL FREE LONDON NHS FOUNDATION TRUST

## Our story so far



Employ more than **10,000** staff from **120** different countries

Serve a population of **1.6 million** people

**70 sites** in north London and Hertfordshire

**Three** main hospitals

Treat **one million** patients every year

World class expertise; local care

2020/21: **132** research studies involving **13,000** recruits

Deliver planned surgery to **40,000** patients a year

**300** kidney and liver transplants per year

**9,000+** babies delivered per year

Our labs perform over **17 million** tests per year

**ROYAL FREE TO BE YOUR BEST**

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# OUR VALUES AND GOVERNING OBJECTIVES

At each of our sites we ensure that we are welcoming, respectful, reassuring and communicative. These values were chosen by our patients and staff and should underpin all we do.

These four values are outlined below:



**positively**  
welcoming



**actively**  
respectful



**clearly**  
communicating



**visibly**  
reassuring

At RFL we have four key governing objectives, which are:



## Excellent health outcomes

Showcasing innovative healthcare and positive results for our patients



## Outstanding experience for our people

Ensuring staff are cared for and valued is a key part of the RFL news that will improve your experience of working here



## Outstanding experience of care

Demonstrating how our RFL staff go above and beyond to care for their patients.



## Be a sustainable organisation

Achieving our sustainability goals is a priority for the RFL, and we want to raise the profile of positive sustainable practices that help achieve them