

Employee Benefits

Staff Portal

The staff portal is your interactive staff benefits and community area, accessible anytime, anywhere via

www.nlg-staffportal.co.uk

Staff SuperDraw lottery

Our 'SuperDraw' monthly staff lottery scheme is available to all staff for just £5 a month and pays out £1,000's each month to our lucky winners. Joining is easy and also entitles you to enter the annual SuperDraw of over £15,000. Proceeds are reinvested into staff initiatives via the staff benefits fund.

Staff Benefits Fund

The fund is made up from the staff lottery proceeds that are not paid out in lottery prizes or running costs lottery members can bid for funds towards:

- Improving staff facilities
- Supporting 'Our Stars'
- Subsidising staff events/days out
- Leisure courses and sports

Your Stuff

Your own free on-line market place to advertise your unwanted items to other members of staff to view and consider buying.

Staff Discounts

Listing all the local and national businesses who offer discount to NHS staff, from weddings to holidays, clothing to restaurants and much much more.

Your Voice

A question and answer discussion zone, where staff can ask questions and search for answers to their questions. With a break-out discussion zone for debates you can really discuss matters that affect both staff and the Trust.

Staff Engagement

We're committed to staff engagement and providing you with forums so you can hear what's going and can make suggestions which can make real improvements to our services.

Our Stars Staff Awards

Each year we hold an evening of celebration to showcase, celebrate and recognise those who go the extra mile and make a real difference to their patients and colleagues.

Morale Barometer

We want to hear how you're feeling about work and how you think we're doing. This exercise takes place every four months, with guaranteed confidentiality your answers help to drive forward improvements in the areas you are concerned about.

Staff Survey

The national NHS staff survey gives you the opportunity to have your say on what it's like working for the NHS and to highlight any concerns you think the Trust may not know about. The aim is to gather information that will help the Trust provide better care for patients and improve the working lives of staff.

Meet the Chief

Dr Peter Reading is starting a series of 'Meet the Chief' events where staff can come and talk to him about any aspect of work life; from your ideas for service improvement, your questions about finances/special measures or

even just to share your experiences of what it's like to work for the Trust.

Financial benefits

We aim to provide all staff with the latest financial and flexible benefits available

Pension scheme

You are automatically a member of the NHS pension scheme, unless you choose to opt out. If you are unable to join the scheme due to the scheme eligibility you will automatically be brought into the alternate scheme (NEST). You have the right to opt out of this scheme as well. Pension deductions will be recorded on your payslip. If you have any queries please contact the Trust's pension officer.

Lease car scheme

Get beneficial rates on new cars whether it's just for business or 100% private use. You can also pay for parking through salary sacrifice.

Childcare vouchers

Saving you up to £933 a family a year on your registered childcare costs these vouchers are a real way for you to make a saving when paying for registered childcare for children up to 16 years of age. Vouchers can be used in most day nurseries, nannies and child minders, out of school clubs, holiday schemes, activity clubs and childcare provided by schools.

Cycle to work scheme

You can use the bike to travel to work we could save you up to 48% through salary sacrifice off the price of your new bike on – keep fit, reduce your carbon footprint and save money.

CSSC Sports & Leisure

CSSC offers a huge range of activities and family days out, as well as discounts at high street stores and subsidies on sporting fees - all for just £3.70 per month! Just call 01494 888444 or visit cssc.co.uk for information.

Staff Wellbeing

We aim to continually strive to maintain and improve our support for your wellbeing

Occupational Health Service

A team of experts who seek to protect, promote and improve the health and wellbeing of all employees. They provide a free physiotherapy service with confidential assessments and treatment for musculoskeletal conditions.

Health and wellbeing resources

Visit the wellbeing section of the intranet where you will find a host of information from local walks to advice on giving up smoking and healthy eating suggestions.

Chaplaincy Service

Available to all staff whether they of a Christian tradition, are of another faith or have no religious affiliation at all.

Counselling in Company (CIC)

CIC is a counselling service that the Trust provides for all members of staff without need for a referral. It is a free, confidential service and the issues do not need to be work related. To assess this service simply call 0800 085 1376.

Holidays and entitlements

As much as we all enjoy our work we also need a bit of 'our time' to recharge our batteries or during times of need

Maternity, paternity and adoption leave

The Trust offers comprehensive maternity, paternity and adoption leave schemes with benefits in excess of the statutory schemes.

Annual leave

All new staff are entitled to a generous annual leave entitlement as well as eight public bank holidays. Your leave entitlement increases with service.

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| • F1 & F2, Trust Grade, StR (minimum to 2 nd incremental salary point and Specialty doctor (first 2 years in post) | 27 days per annum |
| • StR (3 rd incremental salary point and above), Specialty doctor (2 years+ in post) and Consultant (0-6 years seniority) | 32 days per annum |
| • Specialty Doctor (7 years SAS grade service, substantive post) and Consultant (7 years+ seniority) | 34 days per annum |

Carers and emergency leave

Our scheme recognises that many employees have caring responsibilities outside of work and that from time to time emergency time off work may be required.

Training and development

Whether you're facing new challenges, have just been promoted, want a career review, or want the opportunity to invest in your career training and development can help

Coaching network

Coaching can help you unlock your potential and maximise your performance by giving you dedicated time with a coach to help you enhance and develop your skills.

Personal appraisal development review

All staff have the right to expect a regular and constructive development review to ensure your job description remains relevant, you understand your objectives and for you to identify any training and development needs.

Study Leave

The Trust offers time off to attend courses and a budget to claim study leave expenses may be available to you:

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| • F1 & F2 | in-house training, career tasters in F1, study leave at TPD's discretion in F2 |
| • StR(DT) & StR | as detailed in regional guidelines |
| • StR(VTS) | as detailed in vocational training scheme policy |
| • Trust Grade | 10 days per annum, plus £500 budget per annum |
| • Specialty Doctor/Clinical Fellow/Consultant | 30 days per 3year period, plus £1345 budget per annum |