

# FAMILY FRIENDLY HR POLICIES & PROCEDURES

- Employee Assistance Programme (EAP)
- Bereavement Leave
- Terminal Care Leave
- Sabbatical Leave – different to Career Break
- Removal day
- Flexible Working Policies
- Holiday of a Lifetime Scheme
- Special Leave Policy
- IVF Leave up to 5 days
- Exceptional and Near Exceptional leave

## NEW BENEFITS COMING SOON

- Coming Soon in 2019  
Loans of up to £500-£25,000 over 5 years



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# STAFF BENEFITS & WELLBEING FOR ELFT EMPLOYEES



East London NHS Foundation Trust (ELFT) aims to be a first rate employer that values staff and is committed to the experience of our staff.

We offer an extensive range of benefits to support staff in all aspects of their life and help them to achieve a good work/life balance.

## STAFF BENEFITS

- Holiday of a life time – Bank up to 50 days annual leave over a maximum period of 5 years to have a holiday of a lifetime

- Holiday Play Schemes
- Refer a friend Scheme up to £500 if you successfully refer a friend to work at the Trust
- Interest free Season Ticket Loans
- Eye Test Vouchers
- Credit Unions

- MOT Health Checks - These health checks cover the following:
  - Blood Pressure
  - Weight Check
  - Height Check
  - Good & Bad Cholesterol Test
  - Glucose Test
  - BMI Check
  - Respiratory Peak Flow Test

- Salary sacrifice home electronics (NEW)
- Salary sacrifice & salary deduction car lease (NEW)
- Employee/Team of the Month
- Annual Staff Awards Ceremony
- Home removal and Associated Expenses for new starters
- Relocation Packages
- Cycle to Work Scheme
- Learning and Development Opportunities, Continuous Professional Development



- Taste Card
- Gourmet Card
- Exceptional or Near Exceptional leave - Up to 2 days additional leave if staff have no sickness absence



- Wellbeing Benefits
- Pilates/Yoga courses - 10 week course c. £25.00 per person
- Massage Sessions 30 minute massage - Free of charge
- Stress Leaflets & Tool Kits