

Employee benefits



The Trust has an ambition to be a 'great place to work' and aims to be a 'progressive' employer with appropriate pay and reward strategies. Reward is now recognised as being much wider than solely terms and conditions, pay or pay progression. The Trust recognises the importance of reward in its wider sense, comprising of the full range of staff benefits and health and wellbeing activities and the subsequent introduction of phrases such as 'total rewards benefits'. This booklet therefore highlights some of the benefits available to you as a member of CNTW staff:



Pay and conditions

The Agenda for Change pay bands can be found [here](#)

There are also pay enhancements to reward out of hours, shift and overtime working.



Annual leave

We offer 27 days, plus eight bank holidays. This rises to 29 days after five years' service and 33 days after ten years' service.

Junior Doctors – 27 days plus eight bank holidays. This rises to 32 days after 3rd point on salary scale.

Consultants – 32 days on appointment to consultant grade plus bank holidays. After 7 years' service in consultant grade increases to 34 days plus bank holidays.

Speciality Doctors – 25 days plus 2 statutory days plus bank holidays on appointment, increases to 30 days plus 2 statutory days plus bank holidays after 2 years' service unless had 32 days in previous post. This rises to 32 days plus 2 statutory days plus bank holidays after 7 years' service.

Professional leave – for Consultants and SAS Doctors is 30 days over a three year period.

- for Core and higher Psychiatry Trainees 30 days per year
- for GP Trainees 30 days per year but maximum of 15 days per 6 month

Rotation with CNTW

- for Foundation yr1 Trainees 30 days per year but only 10 days per 4 month rotation



NHS Pension Scheme

The NHS Pension scheme continues to be one of the most comprehensive schemes available in the UK. Membership of the NHS Pension scheme is automatic when you join us and as your employer we pay a contribution equal to 14.3% of your salary towards the cost of your pension. The key features of the scheme are available in this infographic [here](#)

Pension scheme flexibilities include the age at which staff can retire, the length of time staff take to retire and the nature and pattern of work and the lead up to final retirement. Key options are:

Wind down: as an alternative to retiring, staff can opt to wind down by working fewer days or hours in their current post.

Step down: staff who would like to give up the pressure and responsibilities of their current role can opt to step down into a less demanding and lower graded/paid post, which still makes use of their skills and experience.

Retire and return: Staff who have reached the normal retirement age can opt to retire, take all of their pension benefits and return to NHS Employment. Options available include registering for Staffing Solutions and in certain cases returning back on a fixed term contract.

Draw down: this option is open to members of the 2008 and 2015 pension schemes. Draw down allows members to take part of their pension benefits while continuing in NHS employment.

Late retirement enhancement 2008 section: if the member chooses to retire later than their 65th birthday, the pension benefits earned up to their 65th birthday will be increased by the application of late retirement factors.

Early retirement reduction buy out (ERRBO): after joining the 2015 scheme there is a 3 month window to take out an agreement with a buy out period. Members can pay additional contributions to buy out, or reduce, the actuarial reduction that would be applied to their pension were they to retire before normal pension age.



Travel benefits

Cycle to work

Staff can get a brand new cycle at a discounted rate. The cycle to work scheme is a salary sacrifice scheme which enables staff to purchase a bicycle and equipment, tax free up to the value of £1000 in monthly deductions from salary.

For further information visit www.cyclescheme.co.uk



Travel pass

The travel pass scheme has been set up so staff can benefit from reduced cost travel on public transport in the region. The Trust purchases an annual travel pass on behalf of the member of staff and the cost is then deducted in 12 affordable instalments from their salary. For further information please contact everyonebenefits@cntw.nhs.uk



Salary sacrifice car scheme for staff and their families

You (and your family) have the opportunity to lease a brand new car of your choice and take full advantage of the very high discounts available. Salary sacrifice allows you to pay for a car by reducing the amount you earn before tax and national insurance is applied. The main benefit is that you will save income tax, national insurance and pension contributions on the amount you sacrifice.

The scheme is administered in-house and they can provide quotes. For further information visit www.ntwcars.com or ring 0191 245 6752

Benefits include:

- Choice of any make of car
- Choice of salary sacrifice or salary deduction
- Includes maintenance, service, tyres and glass
- Full comprehensive insurance
- No deposit and no credit checks
- No obligation quotations
- Significant savings over the cost of providing a private car
- Access to public sector discounts
- Driver support throughout the contract
- 24hr/365 day accident and breakdown recovery
- Accident management and courtesy cars
- Savings of pension contributions, national insurance contributions and income tax
- Unlimited online quotes

Trust owned sites free parking

Free parking is available on sites owned by the Trust.

Electric charging points for car

We encourage low carbon travel and to support workplace EV charging there are charge points available for staff and visitors to use at St. Nicholas Hospital (6), Northgate (2), Ferndene (2), Hopewood Park (2) and Monkwearmouth Hospital (2). To access these you would need to register and get an access card from Charge Your Car (CYC) network - this costs £20 per year but you can use it to access any charge point on the CYC network. CYC charge a £1 connection fee per charge for charge points such as ours which do not currently apply a tariff. There is a staff exemption available when using NTW hosted charge points - please contact sarah.neil@cntw.nhs.uk for details. The exemption to this is the 4 wall mounted charge points at St. Nicholas Hospital which do not require a card for access.



Family friendly benefits

Childcare vouchers

Due to changes regarding the new Tax-Free Childcare Scheme (TFC), the Fidelity Childcare Voucher Scheme (ESC) is closed to new joiners from the 4th October 2018.

This includes anyone that has been a previous member of the ESC scheme but has changed employers. However, if an employee has changed employers under a business transfer, that's covered by the Transfer of Undertakings Protection of Employment (TUPE), they will be eligible to join.

After 4th October 2018 employees will be permitted to re-join the ESC scheme if they have remained with the same employer and have had a salary deduction taken/voucher issued within the previous 52 weeks. After this period they will be classed as a new joiner and will be unable to re-join the scheme as per HRMC guidelines.

Any employees looking for support with their childcare costs will now need to join the TFC scheme. Further information and a calculator, to help parents to understand what government help they might be entitled to, can be found on the Childcare Choices website – <https://www.childcarechoice.gov.uk>



Flexible working

The full range of options are contained within relevant policy documents. They include:

- Annualised hours
- Compressed hours
- Flexi time
- Job share
- Term time working
- Career break

Occupational maternity leave

Our occupational maternity leave package includes 8 weeks at full pay, 18 weeks at half pay, 13 weeks statutory and 13 weeks unpaid (subject to eligibility).

Paternity pay

Ordinary paternity leave entitlement is two weeks paid leave to be taken within eight weeks of the baby's birth. Additional unpaid paternity leave of 2-26 weeks is available from 20 weeks after the baby is born.

Adoption leave

Occupational adoption leave is made up of eight weeks full pay, 18 weeks half pay, 13 weeks statutory pay and 13 weeks unpaid (subject to eligibility).

Shared parental leave

There is an eligibility to share parental leave so that you can be more flexible in how you share the care of your child in the first year following birth or adoption (subject to eligibility).

Carer leave

Up to 2 days to provide short term immediate response to unusual disruptions.



Health Service Journal

Multi-user license subscription to the Health Service Journal. This gives you the opportunity to have free online access to all HSJ articles and content but in addition, now also allows you to have access to HSJ Solutions which will support you in seeking out and learning from best practice across the country. If you do have your own subscription, you might wish to explore whether you need to renew it in view of this opportunity.

What is it and what do I get?

- HSJ online - full access to the website and e-newsletter alerts with latest news and opinion across health service.
- HSJ Solutions - provides you with up-to-date, independent and peer reviewed best practice case studies to help inform your own change initiatives.

We hope this will provide a useful resource to support your own learning and development, help inform our leadership and strategic thinking by giving us access to the insight and intelligence we need to provide outstanding, safe and compassionate care.

Next steps.... getting started

To activate your account please use the following link to create a password and set your preferences – you must use your @cntw.nhs.uk email account for this - <https://subs.hsj.co.uk/register/CorporateReg>

If you have any technical queries regarding your online access, please email: customerservices@hsj.co.uk



Training and Development

We offer a broad range of training from our Training Academy as well as Leadership Programmes to help you both personally and professionally.



Research opportunities

CNTW is one of the leading research active mental health trusts in England, ranking in the top 4 for activity in the annual league tables produced by the National Institute for Health Research. This activity is driven by a board approved R+D Strategy which promotes research across a wide spectrum of conditions and treatment methods and from clinical trials to evaluations to clinical research.

Those working in CNTW have plenty of opportunities to become involved in large scale research and are able to take advantage of a large and experienced Clinical Research Network team to assist. In addition we have opportunities to collaborate with local universities and other clinicians in our Academic Clinical Collaborations (ACCs), which are communities of practice focused on linking up clinicians and academics and developing and delivering new research to the benefit of those who use our services.



Recognition and long service awards

Annual awards

An annual awards ceremony is held to recognise staff that have demonstrated the Trust's values and have provided exceptional service over a range of categories

Long service awards

A celebratory lunch is held for staff who have accrued 25 years' service.



Discounts and Leisure benefits

A range of discounts (e.g. holiday travel, services such as opticians, hair and beauty, shopping and dining out) are available to our employees through the following organisations:

- Healthcarestaffbenefits.org,
- RedGuava.co.uk (login "CNTW", password "BENEFITS"); and
- www.healthservicediscounts.com.

[CSSC \(Civil Servant Sport Council\)](#) paid membership is available to people working in or receiving a pension from employment in the public sector. The society is part funded by the Cabinet Office. It provides discounted and free leisure activities, including free entry to English Heritage, Historic Royal Palaces and Cadw sites, as well as local offers and sports and social opportunities.

Also a wide variety of other local and national deals, such as with leisure centres (including those run by [Better.org](#) in Cumbria and Newcastle), and [Skinny Pigs](#). More details on our [intranet Health and Wellbeing Hub/Employee Benefits and Discounts](#).



Smart Tech

Smart Tech TM helps you get any new tech product (e.g. computers, TV's, white goods, music equipment and mobile phones etc.) for the best possible price and spread the cost out with easy manageable payments taken from net salary. Apply on line www.ntwsmarttech.com and once applied you will receive an e-voucher to spend instore at Currys PC World. For more information contact x66884/57268



Health and wellbeing

A full employee health and wellbeing service is provided by Team Prevent. This includes occupational health, counselling, physiotherapy, psychotherapy, advice and information similar to Citizens Advice and a management information service. A brochure providing more information can be accessed via this [link](#)

On site gym facilities – FREE to employees

These are available for all staff to access at the following sites:

- Northgate Tel: Sports Dept ext. 64233
- Hopewood Park Tel: 0191 566 7068
- St Nicholas Hospital Tel: 0191 246 8757
- St Georges Park Tel: 01670 502 660



Support for fitness and wellbeing sessions – eg Yoga

Smoking cessation support

Health and wellbeing information, campaigns and challenges.

Subsidised canteens on Trust owned sites

Mediation service

Coaching

Library access

Relocation support for hard to fill posts

Free uniform



neyber

We recognise how much money worries and stress can affect the overall wellbeing of our people. Neyber has been introduced to assist employees in improving their financial wellbeing. From feeling more in control of their money, to building savings for the future and having access to a fair way to borrow – we think Neyber offers staff tools they need for a better (financial) life.

Financial Wellbeing Hub: Simple, jargon-free financial education to help employees make the most of their money.

01 | Free Financial Health Checks

02 | Personalised financial education

03 | Tools and calculators

Signing up for Neyber gives staff free access to the Financial Health Check and Financial Wellbeing Hub.

Borrowing: Affordable, fair, salary-deducted loans

Can staff make early repayments? Of course. Staff can make early repayments, and lump-sum payments towards their balance without incurring any fees or charges.

Saving: Helping staff to build their nest egg for the future, from as little as £10 per month

- Cash ISA
- Stocks & Shares ISA
- Lifetime ISA
- Junior ISA

Important information:

Remember that investments can go down as well as up, and you may get back less than you invested.

How can you sign up?

Signing up is quick and easy. To become a Neyber member simply visit:

neyber.co.uk/ntw

Neyber Ltd (Company No.08806631) is authorised and regulated by the Financial Conduct Authority (Ref 718709) to provide consumer credit loans, arranging investments and debt adjusting.

The 'Financial Wellbeing Hub' is not a regulated product and does not provide advice.

Neyber has partnered with Totemic to offer a debt consolidation service.

Neyber has partnered with Smarterly to offer savings and investment products.



CNTW Savings scheme

The Everyone Benefits Scheme allows staff to save directly from their wages. Net deductions are made from salary and have no impact on pension, tax and NI. All savings are paid in October and automatically roll forward from January the following year.

To join the scheme staff must complete an application form, queries should be forwarded to everyonebenefits@cntw.nhs.uk