

# What we can offer you

## Staff Benefits

At Maidstone and Tunbridge Wells NHS Trust we recognise that our staff are our most valuable asset and we provide a range of benefits to support you throughout your career and time with us.



### Pay related

- ✓ Up to 12 months sickness benefit
- ✓ Enhanced maternity, paternity and adoption pay
- ✓ Shared parental leave
- ✓ NHS Pension Scheme
- ✓ Ill health retirement benefit
- ✓ Total Reward Statement (TRS)
- ✓ Lease car scheme for eligible staff
- ✓ Wagestream – a financial wellbeing benefit that is offered to all MTW Staff. Wagestream offers staff the opportunity of flexible pay, save while they earn, receive 1-1 financial coaching and access to a wealth of financial advice all through their app
- ✓ Holiday Salary Sacrifice Scheme



### Health related

- ✓ Occupational health service
- ✓ Flu and COVID-19 vaccination programme
- ✓ Fast track physiotherapy referrals
- ✓ Fast track referrals to other clinical services
- ✓ Health and wellbeing checks
- ✓ Employee Assistance Programme including counselling for staff and families
- ✓ Multi-level psychological support in-house
- ✓ Access to Mental Health First Aiders
- ✓ Health and Wellbeing Team



### Physical

- ✓ On-site canteens
- ✓ On-site night café
- ✓ Breakout areas & staff picnic areas
- ✓ Free exercise classes
- ✓ Free staff shuttle bus between Tonbridge Station and Tunbridge Wells Hospital
- ✓ Cycle to work scheme
- ✓ Long Service Awards
- ✓ Employee and Team of the Month Awards
- ✓ Staff Star Awards
- ✓ On-site library
- ✓ Events and wellbeing activities



### Development focused

- ✓ Comprehensive induction programme
- ✓ Training and development of staff
- ✓ Leadership development programmes for all levels of management including aspiring managers and Exceptional Leaders programme
- ✓ Return to nursing practice opportunities
- ✓ Wide range of apprenticeships for clinical and non-clinical roles
- ✓ Annual staff appraisal
- ✓ Personal development plans
- ✓ Talent and succession planning



### Staff Discounts

- ✓ NHS Staff discounts
- ✓ Blue Light scheme/discounts
- ✓ Discounted gym memberships



### Equity, Diversity and Inclusion

- ✓ Staff Networks for:
  - Ethnic Minority Staff
  - LGBTQ+ staff
  - Staff with disabilities/long term health conditions
  - Autism support group
  - Carers support group
  - Chronic pain support group
  - Menopause support group
  - Senior women leaders network
- ✓ Freedom to Speak Up Guardians
- ✓ Safe Space Champions
- ✓ Early conflict resolution and mediation