

Employee Benefits



Contents

Pay and Conditions (Agenda for Change)	3
Pay and Conditions (Medical Staff)	3
NHS Pension Scheme	4
Training and Development	4
Family Friendly Benefits	5
Health and Wellbeing	6
Travel Benefits	8
Discounts and Leisure Benefits	9
Recognition and Long Service Awards	10



Pay and Conditions (Agenda for Change)

- The Agenda for change pay bands can be found here. Staff receive enhancements for working out of hours, unsocial shifts and overtime working
- We offer 27 days annual leave plus 8 bank holidays. The annual leave increases to 29 days after 5 years service and 33 days after 10 years service
- We offer staff the opportunity to buy or sell up to one weeks leave per annum.



Pay and Conditions (Medical Staff)

- Pay scales for Medical Staff are published as Pay Circulars on the NHS Employers website when changes occur. They also publish changes to terms and conditions of service.
- Everyone who joins the RBH is guaranteed a salary that matches their ability and responsibilities
- The Trust offers a minimum of 5 weeks annual leave
- 30 days study leave over 3 years
- Occupational Sick pay
- Flexible working policy to maintain a healthy work-life balance



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 per cent of your salary towards the cost of your pension.

Click on the link below for a full Scheme Guide for the NHS Pension.

[www.nhsbsa.nhs.uk/Documents/Pensions/2015_Members_Guide_\(V5\)_01.2017.pdf](http://www.nhsbsa.nhs.uk/Documents/Pensions/2015_Members_Guide_(V5)_01.2017.pdf)

Each year, a Total Reward Statement is available for employees, which includes an Annual Benefit Statement of your pension. Please click on the following link for information of how to access this.

www.nhsbsa.nhs.uk/TRS

For further Pension information, please click the following link

www.nhsbsa.nhs.uk/pensions.



Training and Development

The Learning and Development Team are passionate about developing competent and effective employees within the Trust at all levels. The Trust offers a wide range of innovative and engaging learning across a broad range of skills. We view your personal development as extremely important and our aim is to enable everyone to flourish, grow and fulfil their potential with us. For more information find our prospectus on the intranet site.



Family Friendly Benefits

Nursery and Holiday Club

- We offer a subsidised nursery for children aged between 3 months and 4 years.
- Our nursery is located opposite the main entrance to the hospital
- We run a holiday club for children aged 5 to 12 years during Easter, Summer and Christmas Holidays

Childcare Vouchers

- Save on the cost of childcare with our voucher scheme. Use part of your salary in the form of childcare vouchers to benefit from tax and national insurance savings and use the vouchers to help pay the costs of childcare



Flexible Working

- Our range of flexible working options are designed to help you as a parent or carer to balance your work and home life
- For further information please see our Flexible Working Policy

Family Leave

- We offer Maternity, Adoption, Paternity, Parental and Shared Parental Leave
- For further information please see our Family Leave Policy



Health and Wellbeing



Staff Health and Wellbeing is recognised by the Trust as a key priority. There are a range of Health and Wellbeing initiatives in place which support both the physical and mental health wellbeing of staff.

A number of initiatives are listed below, you can also click here to visit the Staff Health and Wellbeing intranet page for full details;

- Weekly **Wednesday Walking Club** meeting at Craven Road entrance at 12:30pm for a short lunchtime walk
- **Yoga Classes** every Monday & Thursday click here for class details
- **Massage Therapy** for staff – for further details click here to visit the Staff Health and Wellbeing intranet page.
- **Use the Stairs Campaign** – Staff are encouraged to swap the lift for the stairs, where able.
- **Employee Assistance Programme** offering staff a range free and confidential services including legal and general advice in addition to counselling. Click here to access the service and with Username: Royal and the Password: Berkshire
- **Stop Smoking support** - Smokefreelife Berkshire Advisors are currently on site at Royal Berkshire Hospital every Monday, Tuesday and Thursday between 12.00hrs and 14.00hrs at their table in main outpatients (opposite the café) in South Block.
- **Get Berkshire Active** – Promoting a range of physical activities which staff can join from Team competitions to the Workplace challenge click here for further information.



Health and Wellbeing



Occupational Health

Staff who feel their health is affected by work or their work is affecting their health can contact Occupational Health and self refer to see a Nurse Advisor by calling 0118 322 7634 or e-mail occhealth.reception@royalberkshire.nhs.uk

Staff Physiotherapy access - Staff experiencing musculoskeletal problems which are impacting their ability to carryout their role can self refer to Occupational Health to discuss if a referral to physiotherapy would be of benefit.

Occupational Health also provide a number of awareness talks to teams/departments including – Lets Talk Mental Health; Managing Workplace Pressure; Skin Health at work; Coping with Shift work. Managers can liaise with Occupational Health to arrange for any of these sessions to be delivered to their teams.

In addition the Trust Learning & Development department facilitate a number of training courses which can help staff who attend to develop and strengthen their general wellbeing including; Impact on Others; Myers Briggs personality Type Indicator (MBTI); Investment in Excellence; Resilience and Assertiveness courses



Travel Benefits

Cycle to work

Get a brand new bicycle at a discounted rate and benefit from tax and national insurance savings by paying for your it through your salary. Choose from a range of bikes to suit your needs. We also provide staff with the option to purchase a top end electric cycle.

Car Salary Exchange Scheme

The Trust Car Salary Sacrifice Scheme gives you the opportunity to receive a brand new vehicle with potential savings compared to a private contract lease for the same vehicle. Monthly payments are taken direct from your salary. There are many benefits.



To support the Trust Green Travel ethos, the range of cars available is limited only to Ultra Low Emission Vehicles. For more information please and full terms please visit the Trust intranet or access <https://computershare.salary-extras.co.uk> If this is the first time you have visited the site under Company Username type in RBFT and click register now. Company password is benefits. Once you have entered the site please click on the Care Salary Sacrifice icon, read the information and click through to Fleet Hire who manage the car scheme.

We also offer use of trust pool e-cars so you can travel to business meetings at no cost.

Discounted Tickets

If you travel to work by bus, we offer a discount scheme with Reading Buses . This will give you a 20% discount on the regular price of an annual travel pass or 90 day pass. Spread the cost by paying in monthly instalments for your annual pass by direct debit



Discounts and Leisure Benefits

A wide range of local and national discounts are available to NHS staff across a range of products and services. Some of the large discount schemes are operated by a range of external companies including

www.healthservicediscounts.com

www.nhsdiscountoffers.co.uk

In addition, we also receive promotions and offers from local organisations and these can be found on the Trust Intranet site under Working Here – Benefits and Support – Staff Discount and Deals



You will be surprised by the number of companies that offer discounts to NHS staff – so its always worth asking the question!

A number of local Gyms provide discounts to Trust staff on member deals available including but not limited to:

- Northcroft Leisure Centre
- David Lloyd Reading
- Simply Gym Reading
- Buzz Gym Readings
- Anytime Fitness

Staff considering joining these gyms should ask about corporate membership for NHS and Trust staff.



Recognition and Long Service Awards

The Trusts StarCards scheme is a great way of recognising a colleague who has gone above and beyond to help you out. All staff receiving a StarCard recognition are entered into a monthly draw to win a small prize as a token of appreciation. It's really easy to say thank you with a StarCard and the positive benefits of receiving recognition and notes of appreciation are well established. For more info, visit the Trust intranet site at:

www.royalberkshire.nhs.uk/intranet/star-cards.htm

We also have the Trusts Annual Staff Excellence Awards, at which excellence across a range of categories across the Trust is recognised. Full details on all the categories and the nomination process can be found on the Trust intranet at:

www.royalberkshire.nhs.uk/intranet/staff-excellence-awards.htm

The Trusts Long Service Recognition events are held once a quarter and celebrate the achievements and service of staff who have given 10, 20, 30 and in some cases 40 years' service to the Trust! Informal celebration over tea and a cake with the Trust Executive give a chance to reflect on how things have changed over the years – with a small commemorative gift issued to staff to mark the occasion.



Our Values

C

ompassionate

All our relationships are based on empathy, respect, integrity and dignity. In every interaction and communication, we treat colleagues, patients and families with care and understanding.

A

spirational

We strive to continuously improve, to be the very best that we can be - as individuals and as an organisation.

R

esourceful

Living within our means. Responding to the challenges of today and tomorrow in effective, efficient, innovative and optimistic ways.

E

xcellent

We commit to excellence in everything that we do - placing patient safety and quality at our heart. We learn from mistakes and we do what we say we are going to do and hold ourselves and others to account for adhering to our values and the behaviours we expect.



Royal Berkshire
NHS Foundation Trust