

Our Trust Benefits Brochure





Introduction

The Trust has an ambition to be a 'brilliant place to work' and we offer our staff a wide range of benefits. We have compiled this brochure to showcase the different packages we provide, covering the following:

- Financial Support
- Health and Wellbeing
- Family and Lifestyle inc. flexible working options
- Reward and Recognition
- Learning and Development opportunities and resources

Total Reward Statements (TRS)

This brochure should be read in conjunction with your Total Reward Statement, a personalised summary that shows your reward package, including:

- Basic pay
- Allowances
- Pension benefits (for NHS Pension Scheme members)

For more information please visit:

www.nhsemployers.org/articles/total-reward-statements

You can access your personalised annual Total Reward Statement through MyESR Self Service:

<https://my.esr.nhs.uk/dashboard/web/esrweb>



Financial Benefits

Salary Sacrifice Schemes

Salary sacrifice is when you agree to exchange part of your salary so you can get extra benefits from your employer. You will be paying lower National Insurance Contributions so greater take home pay with cost spread over monthly payments. Currently we have the below schemes:

- **Cycle to Work Scheme** - Cycle to Work can be accessed via VIVUP, more information can be found here: https://www.vivup.co.uk/users/sign_up
- **Car Lease Scheme** – The car benefit schemes can be accessed via VIVUP for Tusker at https://www.vivup.co.uk/users/sign_up or NHS Fleet Solutions at www.nhsfleetsolutions.co.uk

Both schemes will require you to use the organisation's unique VPD code 209.

Pension

Anyone who starts working for the NHS automatically becomes a member of the NHS Pension Scheme. However, membership is voluntary and if you want to opt out of the scheme at any time, you can.

The Trust also operates the NEST Pension scheme for those staff not eligible.

For queries about NHS Pensions:

Telephone: 0300 330 1346

Website: www.nhsbsa.nhs.uk/nhs-pensions

Financial Planning & Support

The Trust offers pre-retirement planning workshops which guides you through the financial complexities of retirement in a clear and jargon-free presentation.

The Mid-Career Financial Awareness courses offers a variety of advice and guidance to those in their 30s and 40s on planning for the long-term future and covers investing and guidance on pensions, mortgages and insurance.

For more information please visit HR Direct:

www.eastcheshirehrdirect.nhs.uk/book-training.htm



Our Trust EAP service also offers confidential support for Financial Wellbeing, more information can be found in our Health & Wellbeing section.

Wagestream

The WageStream App offers financial support by providing you with the facility to track, budget, save and stream earnings in real time. For a cost of £1.75 per Stream, you are able to draw down some of your wage before pay day.

There is also access to a financial education programme, developed in conjunction with The Money Charity and The Pensions Service.

You can download the App from the App store or follow this link:
www.wagestream.com/en/app-download/



Health & Wellbeing Offer

In-house Counselling

The Trust offers an in-house counselling service. Counselling offers you a supportive, confidential and safe setting to explore personal or work-related issues. Counselling can be accessed via referral to Occupational Health.

Healthy & Wellbeing Conversations

We pride ourself on offering all staff regular supportive, coaching style one-to-one conversations with your line manager focused on looking after your wellbeing. By embedding wellbeing conversations across the trust, we aim to create a culture where people feel heard and valued, and in which diversity is respected.

More information can be found on HR Direct, including the Personal Wellbeing Plan which is a tool to help you and your manager have open conversations about things that are important for your health and wellbeing:

<https://www.eastcheshirehrdirect.nhs.uk/worklife/My%20Working%20Life/My%20Health/my-health.htm>



Occupational Health

The Trust has an onsite Occupational Health Service accessible to all staff. The service also runs an annual flu vaccination campaign, providing priority access. For more information on the service offer:

Telephone number: 01625 661896

Email: Occupationalhealth.macclesfield@mcht.nhs.uk

Fast-Track Referral to Physiotherapy

Access to fast track physiotherapy appointments helps supports our staff to combat a wide range of musculoskeletal problems, for example back pain or shoulder pain, more information can be found:

www.eastcheshirephysio.nhs.uk

Employee Assistance Programme

Staff can get help in times of need 24/7, 365 days a year through the Trust Employee Assistance Programme (EAP) which is supplied by Health Assured, the 24/7 confidential freephone number is **0800 028 0199**.

‘My Healthy Advantage’ Health and Wellbeing App:

To download the app, search for ‘My Healthy Advantage’ in the App store and register as a user using the following Employer Code: MHA194788

Health Assured Web Portal: www.healthassuredeap.co.uk Username: wellbeing Password: LeafToneTree

Menopause Cafes

Open to all genders and ages, these sessions are aimed at breaking down the taboo around menopause, increasing awareness of the impact of the menopause on those experiencing it, their family, friends, and their colleagues, and reflecting on the ‘third stage of life’.

For more information, please visit: www.menopausecafe.net

Our Weekly Wellbeing email communications showcase all that we offer!



Family and Lifestyle

Flexible Working

Allowing staff to work flexibly is one of the key benefits of working in the NHS. The Trust offers a range of options including career breaks, purchasing additional annual leave, condensed working patterns and parental leave.

Information regarding our 'Mutually Agreed Flexibility Framework' and our Special Leave Policy can be accessed on our HR Direct site:

<https://www.eastcheshirehrdirect.nhs.uk/my-working-arrangements.htm>

Occupational Maternity, Paternity and Adoption Leave

Occupational maternity pay is available for eligible staff members, as well as adoption leave and paternity leave.

Shared Parental Leave enables eligible parents to choose how to share the care of their child during the first year following birth or adoption.

For more information access our Maternity, Paternity, Adoption and Shared Parental Leave Policy at:

<https://www.eastcheshirehrdirect.nhs.uk/Maternity%20Paternity%20Adoption%20Pay%20and%20Shared%20Parental%20Leave%20Policy.pdf>

Annual Leave Allowance

At the Trust we wish to encourage employees to maintain a healthy work-life balance, by supporting you to take your full leave entitlement for rest and relaxation.

We recognise employee loyalty here in the Trust and so leave allowance is determined by length of service. Full details of our generous annual leave allowance can be found in the Annual Leave Policy on HR Direct.



NHS Discounts

The NHS is inundated with lots of generous discounts and free resources to show our staff and their families how much we value and support you.

Here are some examples:

- **NHS Discounts & Healthcare Staff Benefits:** Film-buffs, fashion-lovers or gig-goers, Health Service Discounts has something for everyone: <https://healthservicediscounts.com/>
- **Blue Light Card:** Whether you're looking for a weekend getaway, fashion fix, state-of-the art device; save online with thousands of retailers: https://www.bluelightcard.co.uk/about_blue_light_card.php
- **NHSDiscountOffers:** Discounts and Money Saving Vouchers for NHS Staff: <https://www.nhsdiscountoffers.co.uk/>
- **Health Staff Discounts:** Find exclusive health service discounts, offers and deals: <https://www.healthstaffdiscounts.co.uk/>



Reward and Recognition

The Trust has a range of Reward and Recognition schemes that are used to express our appreciation for the hard work, commitment and dedication our staff demonstrate to both patients and colleagues.

Below are some examples:

Colleague of the Month

Winners receive a £75 high street voucher

Team of the Month

Our winning team receives £400 to spend within their department



Thank You Cards

Available to all staff to show their appreciation through a thank you note

Long Service Recognition/Awards

Recognition of loyalty to the Trust for those with 5, 10 and 15 years continuous service.

There is an annual celebration presentation recognising staff who have completed 20 years of continuous service at the Trust with a reward of £150 vouchers.

Further information can be found in our '**Reward and Recognition Framework**' on HR Direct:

<https://www.eastcheshirehrdirect.nhs.uk/reward-and-recognition.htm>

Staff Award Events

Our annual staff award event gives our staff an opportunity to come together to collectively celebrate your achievements and the excellent work you do for our patients.



Learning & Development

Leadership Development

At the Trust we have a wide range of Leadership Development Programmes available internally, externally and through collaborations with other Trusts in the area.

A downloadable 'External and Internal Leadership Programmes Guide' can be found on our HR Direct site at:

<https://www.eastcheshirehrdirect.nhs.uk/LEAD%20brochure.pdf>



Appraisals

This is an opportunity to reflect on the last 12 months, discuss your health and wellbeing and your future career aspirations with your manager.

Appraisal conversations can contribute to your success in a role and help to maximise your potential as ideas about career development, including training and support needs, can be put forward. They can also be used to gain practical support in developing a career path and improving job satisfaction.

The Appraisal policy and Bitesize modules to help you get the most out of your appraisal can be found on HR Direct:

<https://www.eastcheshirehrdirect.nhs.uk/Training%20and%20Development/appraisal-policy-and-documentation.htm>

Coaching/Mentoring

Coaching is one of the key approaches through which leadership in organisations can be developed. It's a method of deploying techniques embedded in artful questioning and appreciative inquiry to help staff unlock their full potential to achieve personal and professional success.

More information can be found here:

www.nwacademy.nhs.uk/discover/coaching-mentoring

The Library and Knowledge Service

The Trust has an onsite staff library providing a range of resources both work-related and for leisure. The Library is accessible 24/7 and also offers study areas, a quiet space, online books and free refreshments.

For more information please visit the library website at:

www.eastcheshirenhslibrary.net/

Apprenticeships

The Trust has a wide range of work-based qualifications available via the apprenticeship route. There are a variety of programmes dependant on your role, place of work and various possible career pathways. For more information please visit our HR Direct site at:

<https://www.eastcheshirehrdirect.nhs.uk/apprenticeships.htm>



Preceptorship Programme

Are you newly qualified, newly registered or returning to practice?

In September 2022 we are launching a brand new, multidisciplinary Preceptorship programme for all newly-qualified/newly registered AHPs, nurses and midwives. The programme will aim to:

- Provide a supportive induction programme
- Support individuals within their new environment or job role
- Consolidate competencies and prior learning
- Facilitate reflection, support, teaching and the development of clinical competencies
- Enable staff to develop personally and professionally
- Facilitate the development of professional behaviour

*We want to hear about
your suggestions....*

We would love to hear your feedback; ideas and any suggestions you have on how we can enhance the range of benefits packages we offer here at the Trust.

You can do this by emailing the HR Team at:

ecn-tr.hradvisoryservice@nhs.net

