
Employee Benefits



Health & Wellbeing Committee

The Health and Wellbeing Committee is made up of volunteers who are passionate about improving the health and wellbeing of employees across the organisation.

This takes a commitment in addition to their normal day-to-day role and the events that are sometimes organised outside of working hours; however the programme is of key importance to us as a Committee and to the Board Member Champions.

The Committee is an important part of maintaining an engaged workforce and supporting employees through workforce change. Being involved in the projects the Committee is responsible for can be very rewarding, developmental and providing a lot of personal satisfaction.

The Trusts values and behaviours are embedded into the work that the Trust does.

Employee Assistance Programme

The OPTUM Employee Assistance Programme is a free, confidential service provided to our employees. The Programme can offer expert advice and specialist counselling and support on anything from buying a new home, relationship milestones, managing money, and staying healthy.

There is also practical assistance and emotional support to help employees through bereavement or serious illness. OPTUM is expert at identifying key things that could potentially cause anxiety and stress. They are here to help plan for them and assist in learning how to deal with them; helping people stay happy, healthy and fully focused on life and work.

The service is available 24 hours a day, seven days a week, online or on the telephone.

Counselling Services

In liaison with Occupational Health, the Trust offers a confidential employees counselling service. This service is open to all Trust employees. Counsellors are fully qualified and accredited and include psychotherapy, psychology and hypnotherapy.

The service covers both personal and professional issues.

Child Care Vouchers

Working with Busy Bees the Trust provides a Child Care Voucher Scheme. This is a flexible way to meet the costs of childcare.

Under the scheme, part of the salary can be given up or sacrificed in exchange for child care vouchers. Within specified limits these vouchers are non-taxable and exempt from National Insurance contributions.

Cycle Scheme

Within the Governments Green Transport Plan there is a provisions which allows employers to provide cycles and safety equipment to employees as a tax-free benefit. Employees can visit over 2,000 participating bike shops to select the bike and equipment; employees then use cycle schemes online tool and apply for the chosen package by entering the details online and requesting a certificate.

The cost of the bike is then deducted via a salary sacrifice arrangement.

Eye Care Vouchers

As the use of computers and other display screen equipment in the workplace is now commonplace throughout the health service, the Trust together with Specsavers has brought in an eye care voucher scheme.

The voucher will allow employees to have an eye test and, if necessary, choose a pair of glasses from the optician's budget range. If the employee already wears glasses and it is deemed that the user needs glasses for VDU-use only, and they meet the criteria, they would be also be entitled to use this voucher scheme.

Long Service Awards

In recognition of employees contribution to the Trust, we have a Long Service Award for employees who have been employed in the Trust for 10 and then 20 years.

- After 10 years, employees will receive a certificate and a badge.
- After 20 years with the Trust employees will receive gift vouchers worth £200, a certificate and a badge.

Staff Awards

The staff awards recognise achievements both big and small from across the organisation for clinical and non-clinical staff, and volunteers. Nominations may be made by other members of staff or by patients within the Trust.

Categories for nomination are:

- Putting people first
- Passionate about what they do
- Achieving excellence
- Looking to the future
- Always improving standards of care.

Staff awards are issued on a monthly basis and the 12 winners from the year are then invited to an annual recognition event. Each member of staff is presented with a certificate by the Chief Executive and an informal lunch is held.

Health Service Discounts

There are many benefits of working in the NHS, such as flexible working times, career progression, personal development, and Health Service Discounts (formally known as NHS Discounts).

This membership and benefits system is exclusive to NHS employees and these discounts can be passed on to family and friends.

Health service discounts offer great deals, savings, offers and more on:

- Gas and electric bills
- Insurance
- Holiday and travel
- Meals out
- Everyday shopping
- Cars and motoring

Pension Schemes

The NHS Pension Scheme is an unfunded occupational scheme backed by the Exchequer. It is open to employees from the NHS and other approved organisations. Whilst the scheme remains the subject of significant modernisation, it continues to allow NHS staff and NHS approved staff to save effectively for their retirement.

There are two NHS Pensions Schemes:



The 1995 and 2008 Sections

Both sections closed on 31 March 2015 except for members entitled to continue membership in either section through 'Protection' arrangements. Both Sections provide defined benefit pensions based on final salary, or career average pay for GPs, General Dental Practitioners, and Ophthalmic Medical Practitioners.



The 2015 Scheme

This scheme opened on 1 April 2015 and is for all new members and members without 'Protection' who moved to the 2015 Scheme on 1 April 2015. This Scheme provides defined benefit pensions based on career pay for all members.

Medicash

Medicash reward is a corporate health plan from one of the UK's leading corporate health cash plan specialists. Medicash is the low-cost way to provide a tangible, value for money benefit, and will even work alongside private medical insurance while helping to save money in the process.

Medicash plans give access to a wide range of healthcare benefits:

- Dental and optical care
- Consultations
- Workplace health screening
- 24-hour stress helpline with additional, face-to-face counselling
- Alternative and complimentary therapies.

To find out more, go to www.medicash.org

Yoga

A weekly yoga class is offered to Trust employees.

Yoga develops coordination, flexibility, stamina, strength, balance, mental clarity and increased concentration. It is a practical aid that can be used by anyone regardless of age, religion, or ability.

Tai Chi

A weekly Tai Chi class is offered to Trust employees.

Zumba Sessions

A weekly Zumba class is offered to Trust employees.

Martial Arts Class

A weekly Martial Arts class is offered to Trust employees. All levels are welcome and no experience of previous martial arts is required.

Running Club

A Running Club is offered to Trust employees. All levels of fitness are welcome.

Stop Smoking/Smoke-Free Site

A weekly smoking cessation service is provided for Trust employees who wish to quit smoking.

Reduced Gym Memberships

Employees qualify for the NHS qualify for a corporate membership to the Wirral invigor8 package.

Outdoor Fitness Equipment

Outside fitness equipment is available for all Trust employees to use and is aimed at providing a place for light exercise on lunch breaks and before or after work, to help employees relax, unwind and keep fit.

The machines provide a rower, arm bike, stepper, air walker, and skier which all work on different parts of the body.

Fruit and Vegetables Day

A weekly fruit and vegetable store is available to employees, patients and visitors to the Trust. 10% of all sales are donated to the Trust.

Relations at Work (R.A.W.)

This is a confidential service, supported by members of the Trust Board, to help employees who may be affected by any issues relating to relations at work when working with The Clatterbridge Cancer Centre, NHS Foundation Trust.

The role of the R.A.W. supporter is to listen to employees without judgment and, if required, to signpost individuals to the options open to them.