


# Employee benefits



Gateshead Health NHSFT and its subsidiary company QE Facilities Limited offer staff a comprehensive total reward package and we've highlighted some of the benefits below:

## 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 the Trust. The key features of the scheme are available at <http://www.nhsemployers.org/case-studies-and-resources/2016/12/the-value-of-the-nhs-pension-scheme>.

**Note:** For staff employed by QE Facilities Ltd on local terms and conditions, please refer to your employment handbook.

## Travel benefits


### Cycle to work



Get a brand new bicycle and benefit from tax and national insurance savings by paying for it through your salary. Choose from a range of bikes to suit your needs. Full details can be found on Facilities pages on Staffzone


<http://staffzone.xghnt.nhs.uk/ddi/initiatives/trust-travel-plan/index.php>

### Annual Travel Tickets



Staff can apply for discounted Network Travel Tickets supplied by Network One Ticketing, which offer use of any bus or metro in the selected zones. The Key bus passes are also available for bus travel. These are supplied by Go North East Gateshead. Application forms for both types of travel pass are available from Facilities Ext. 2432/2054.

### Lease Cars



The salary sacrifice lease car scheme is designed to provide permanent staff with the option of having access to a new car of their choice at a very competitive price. This gives savings on tax, national insurance and pension contributions. For more information go to <http://staffzone.xghnt.nhs.uk/lease-car/index.php> or contact the car leasing team on [xghnt.car.leasing@nhs.net](mailto:xghnt.car.leasing@nhs.net).

### Car parking

This salary sacrifice scheme allows staff to sacrifice the car park charges element from their salary to save a minimum of 34% in taxable payments on car parking charges. General advice on the scheme can be obtained from the Car Parking Team on Ext 2054.

## Family friendly benefits

### Childcare vouchers

Do you pay for registered childcare? It may be cheaper for you to pay for it with childcare vouchers purchased from Kiddivouchers through salary sacrifice. Check out the Trust's scheme at [www.kiddivouchers.com](http://www.kiddivouchers.com) or call Kiddivouchers free on 0800 612 9015 quoting our employer reference S214766P.

### Workplace Nursery

Kids 1st QE Workplace Nursery is based at the Queen Elizabeth Hospital site. The nursery provides full day care for children aged from 12 weeks up to school age and is open to all staff.

Nursey places can be paid for via salary sacrifice or net pay deduction. For further information please refer to <http://kids1st.net/> or contact the Nursery Manager, Lizzie Dickson on 0191 4870244. Details of the Workplace Nursery Salary Sacrifice Scheme can be obtained from the Parent Liaison Officer, Angela Turner at [angela.turner26@nhs.net](mailto:angela.turner26@nhs.net).

### Flexible working

Our range of flexible working options are designed to help you as a parent or carer balance your work and home life.

**Occupational maternity leave** -our occupational maternity leave package includes eight weeks full pay, 18 weeks half pay, 13 weeks statutory and 13 weeks unpaid. Criteria apply.

**Paternity leave** -Ordinary paternity leave entitlement is 2 weeks paid leave. Additional unpaid paternity leave of 2 to 26 weeks is available between 20 weeks and one year after your child is born. Criteria apply.

**Adoption leave** -Occupational adoption leave is made up of eight weeks full pay, 18 weeks half pay, 13 weeks statutory and 13 weeks unpaid leave. Criteria apply.

**Shared parental leave**-You have an entitlement to shared parental leave so that you can have more flexibility in how to share the care of your child in the first year following birth or adoption. Criteria apply.

**Parental leave** -unpaid leave of up to 18 weeks for each child up to their 18<sup>th</sup> birthday.

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## Discounts and leisure benefits

### Discounts for NHS staff

NHS Discounts offer various discounts for shops, restaurants, technology, holidays, leisure attractions and much more. All staff are able to sign up for free to receive these offers. In addition, local discounts are offered throughout the year, and are advertised through the normal HWB channels.

<http://www.healthservicediscounts.com/>

## Discounts and leisure benefits

### Go Unlimited

Employees can have unlimited\* access to Gateshead Council run leisure facilities for only £19 per month, saving £9.50 per month on the normal membership fee. This gives unlimited\* access to swimming, sauna, gym, fitness classes and track. (\*excludes Birtley Gym).

### Cardinal Hume Catholic School Gym

Employees can join the gym for £15 per month for unlimited access to gym facilities and classes.

### NEFirst Credit Union

Staff can have savings deducted directly from their salary for the NEFirst Credit Union (Durham County & Gateshead). This is a not for profit organisation which aims to provide a secure savings facility, as well as access to low interest loans for it's members. Their website is <http://www.nefirstcu.co.uk>

## Support for employees

### Counselling Service

Confidential counselling is available to all members of staff. It involves exploring and talking about your concerns with someone who is trained and qualified to listen and help you to make more sense of your feelings, which can help you to make your difficulties more manageable. For more information please visit the StaffZone page <http://staffzone/ddi/departments/occupational-health/services/counselling.php>

### Chaplaincy Service

Part of the Chaplaincy Service is to support staff. They support people through difficult and stressful times. They provide a safe and confidential setting for people to talk through their issues. To find out more, go to <http://staffzone/ddi/departments/chaplaincy/index.php>

### Occupational Health Service

The Occupational Health team are here to help staff work whilst managing any health difficulties or conditions that may affect their ability to perform their duties. They can provide advice on how risks from the workplace that may affect their health can be reduced. Their services accessible to all Trust employees and no management referral is needed. Visit the Occupational Health site on StaffZone.

<http://staffzone.xghnt.nhs.uk/ddi/departments/occupational-health/index.php>



## Support for employees

### Mediation service

Workplace Mediation is an informal, voluntary process which aims to help people in disagreement or dispute to resolve their conflict and find a way to re-establish a professional working relationship. Mediation is available for all employees and can involve two or more parties. Please contact [ghnt.mediation@nhs.net](mailto:ghnt.mediation@nhs.net) for further information.

### Harassment Advisors

Trained Harassment Advisors can provide a listening ear and signpost to the courses of action available to individuals if they believe themselves to be the subject of harassment or bullying or if their behaviour has been challenged as harassing. For contact details please visit <http://staffzone.xghnt.nhs.uk/ddi/initiatives/edhr/support-for-staff/harassment-and-bullying.php>

### Self-referral for Physiotherapy service

Employees experiencing musculo-skeletal problems that may be affecting ability to work can now self-refer to physiotherapy.

Complete the self referral form on the Occupational Health StaffZone page <http://staffzone.xghnt.nhs.uk/ddi/departments/occupational-health/services/physiotherapy.php>.

### Your Voice Forum

Your Voice is a staff led diversity forum. To find out more about the forum or for information on how to become a member please visit

<http://staffzone.xghnt.nhs.uk/ddi/initiatives/edhr/your-voice.php> or email [ghnt.yourvoice@nhs.net](mailto:ghnt.yourvoice@nhs.net).

