



EMPLOYEE BENEFITS



At **NELFT** we are delighted to offer you a range of benefits highlighted below.



SALARY FINANCE

Benefits available to **NELFT** staff through Salary Finance include:

- Affordable loans
- Simple savings
- Financial education

Important: This is an option, not a recommendation. North East London NHS Foundation Trust does not benefit from offering this service and all your communications will be with Salary Finance. Loan applications will be assessed to ensure the loan is appropriate and affordable for you. "Learn" content is for guidance and educational purposes only and is generic in nature. Salary Finance does not offer regulated financial advice. Please seek independent financial advice.



VIVUP BENEFITS PLATFORM

All **NELFT** staff have access to an exciting range of employee benefits, including an Employee Assistance Programme from our health and wellbeing partner Vivup. This includes:

Employee Assistance Programme – confidential support when you need it most, including 24/7 telephone support, podcasts and blogs, debt advice and self-help workbooks.

Lifestyle Savings – Access a huge range of savings across the UK's major retailers.

Home and Electronics – Spread the cost of thousands of technology and home appliances shipped by Currys and John Lewis & Partners.



PERSONALISED ANNUAL LEAVE

At the start of each year (between January and March) you can buy, or sell your annual leave, up to a maximum of 5 days, from your future annual leave entitlement for the new financial year. This is pro-rata for part-time staff.



NHS PENSIONS

Pension is payable on retirement or in the case of ill health. It is payable for life and includes tax free cash and benefits for dependents. You can transfer previous pensions to your NHS Pension within 1 year of joining the Trust



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CYCLE TO WORK SCHEME

You can apply for an interest free loan to purchase a bike and cycle equipment.



EYE TEST REIMBURSEMENT

You can be reimbursed for the cost of your eye test by submitting a claim via EASY expenses.



HEALTH, WELLBEING AND BENEFITS

Look out for the bi-weekly bulletin which covers all areas of health, wellbeing and benefit from finances, nutrition and weight loss, stress management, walking challenges across the localities and wellbeing initiatives.



BLUE LIGHT CARD AND DISCOUNTS

Online and high street discounts are available by purchasing a Blue Light Card, which costs £4.99 for a 2-year membership.



RED GUAVA

Savings on entertainment, health, finance, and travel.



CIVIL SERVICES SPORTS AND SOCIAL (CSSC)

For £4.25 a month, you can access discounted days out available throughout the country.



GYM MEMBERSHIP

NHS Better Health and Fitness Corporate Membership

Get Active is our exclusive NHS Better Health and Fitness corporate membership. Enjoy a variety of activities including gym, swimming, group exercise classes and much more.

Hussle Gym Membership

Hussle are a community of gyms - some have pools, and even spas. We bring all these places together and give you a pass that lets you access any of them at a discounted price. Online Fit classes are also included in the passes.

Basildon Sporting Village

Take advantage of a corporate membership discount. Corporate membership allows unlimited access to the gym.



EMPLOYEE BENEFITS

David Lloyd Leisure Lock Meadow

Access to corporate membership

Snap Fitness Maidstone

Discounted gym membership, access to the gym 24/7



BARRACUDAS KIDS CAMPS

Barracudas are a school holiday childcare provider. They are rated 'Outstanding' by Ofsted. They offer quality childcare for summer and Easter activity day camps for children aged between 4½ to 14 years. Discounts are available to staff through a discount code.



HEALTH SHIELD CASHBACK PLAN

Health Shield provide a cashback healthcare plan where you can arrange a monthly deduction from your salary and use this to claim back costs for dental, optical, and other healthcare costs.



FLEXIBLE WORKING

You can request flexible working from your first day of employment. There is no limit on the number of requests you can make, you can make more than one flexible working request per year. Requests can be made during the probation period, and you can also reapply if a previous request has been declined.

Some of our flexible working options include Part time working, Job sharing, Term time only working, Staggered working hours, Compressed working hours, Annualised hours, and Career breaks.



PARENT AND CARERS NETWORK (PCN)

The Trust has a Parent & Carers Network (PCN) which provides information and resources to support parents and carers across the Trust. You can opt in to join a distribution list where you will receive bi-weekly update e-mails with useful resources and information on network meetings and events.



FINDING YOUR FEET

Our 'Finding your Feet' Forums are an informal drop-in session for colleagues who have joined the Trust within the last year, to share their experiences and feedback. At the forums we discuss any training & development needs, tips on connecting with others, and provide a chance to meet other colleagues across the Trust, these informal groups can help you as you grow with NELFT.



NELFT STAFF ENGAGEMENT

There is a staff webinar that takes place each week, where the management team and senior clinical staff provide current updates and where staff can ask questions and get answers during the webinar.