

Staff benefits

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As an employer, the NHS offers:

- Pay enhancements to reward out of hours, shift and overtime working?
- Better career and salary progression based on the application of knowledge and skills?
- An annual personal development review to support your career aspirations?
- Generous sickness entitlement to support you when you are unwell and cannot attend work
- Occupational Maternity, Adoption and Shared Parental Pay
- A minimum of 27 days' annual leave per year, plus eight general and public holidays.

As an employer, HEE offers:

Travel

Cycle scheme?

We offer a Cycle to Work Scheme, where employees can hire a bike and equipment (up to the value of £1,000). The monthly cost of loaning the bike and equipment is spread over a 12-month period. Providing that 50 per cent of the bikes use is for travelling to and from work, the monthly cost is eligible for tax and NI savings.??

Car scheme?

We offer a salary sacrifice lease car scheme through NHS Fleet Solutions [6].?The NHS car lease scheme is open to all permanent members of staff (or staff whose contract is in place for a longer period than the term of any lease). There is no deposit required, no credit check and the monthly costs are fixed for a set period of time, usually two or three years. The car will be insured for you and up to four named drivers at no additional costs (providing they meet the necessary age and occupation standards). There are a wide range of vehicles available to suit all budgets and prices include all routine services, maintenance,?tyres, breakdown cover and insurance.?

Season Ticket Loan scheme?

At HEE we offer a season ticket loan scheme?that is designed to enable employees to spread the cost of purchasing annual tickets for travel to and from work over an 11- month period.??

Health

Eyecare?

All HEE staff members whose role involves significant periods working with display screen equipment are eligible for a free eye test. Where spectacles are found to be needed for VDU usage, financial support will also be provided to help in the purchase of spectacles.?

Employee Assistant?Programme?

We offer?an Employee Assistant?Programme?for our employees.?The??programme?provides advice on a range of issues including;?Physiotherapy,?Cognitive?Behavioural?Therapy, Relationships,?Work,?Bereavement,?Family,?Stress and?Financial.?

The?programme?also offers access to qualified and experienced counsellors which offer help and support in a professional, friendly and non - judgmental manner.??

Sovereign Healthcare?

Looking after your health is important, but it can be costly. The Good All Round cash plan from Sovereign Health Care [7] helps cover everyday health care expenses, so paying for check-ups and treatment isn't as much of a worry.?

The Good All Round cash plan gives you money back on a range of health costs including dental check-ups and treatment, glasses, contact lenses, prescription charges, physiotherapy and much more. It also includes access to a 24-hour confidential helpline to help support your wellbeing.

Pensions

NHS Pension Scheme?

HEE is a member of the NHS Pension Scheme. If you are eligible to join, you will be automatically enrolled into the NHS Pension Scheme when you join the organisation.??

The scheme is eligible to all NHS workers between the age of 16 and 75, who are directly employed by the NHS, are medical, dental and ophthalmic practitioners and trainees, are general medical practice staff, are staff working for certain approved employers, are non-general practice providers.?

NEST Pension Scheme?

We offer NEST [8] as an alternative pension scheme for employees who are not eligible to join the NHS Pension Scheme.??

National Employment Savings Trust (NEST) is a defined contribution occupational pension scheme backed by the government and set up to enable employers to meet their legislative obligations for automatic enrolment under the workplace pensions reforms.?

Recognition

Long Service Awards?

?We operate a Long Service Award scheme, where we?recognise?the commitment and dedication to the NHS for employees who have either 25 or 40 years' service.?

Staff Recognition Awards

These awards celebrate the individuals and teams who help us to deliver our objectives, champion our values

and make HEE a better place to work. They take place twice a year and staff have the opportunity to nominate individuals and teams. Winners are announced at all-staff webinars. Here is an profile of a recent team winner [9].

HASSRA?(Health and Social Security Recreational Association)?

Membership to HASSRA [10] offers a range of discounts including;?cinema tickets, theme park, attraction tickets,?UK family holidays,?family days out in the school summer holidays and offers a range of?national and regional sports and leisure activities and offers.?

Ways of Working?

We have a range of policies in place that assist employees in balancing work responsibilities and personal life. We can offer a range of flexible working options including;?annualised?hours, career breaks, compressed working hours, flexi-time, remote working, job share, phased retirement, reduced working year, self-rostering and voluntary reduced working hours.?

View our vacancies [11]

We have a range of vacancies at HEE

View now [11]

Source URL (modified on 18/06/2019 - 13:28): <https://www.hee.nhs.uk/about-hee/work-us/staff-benefits>

Links

[1] <https://www.hee.nhs.uk/our-work>

[2] <https://www.e-lfh.org.uk/>

[3] <https://www.healthcareers.nhs.uk/>

[4] <https://www.hee.nhs.uk/news-blogs-events>

[5] <https://www.hee.nhs.uk/about>

[6] <https://www.nhsfleetsolutions.co.uk/>

[7] <https://www.sovereignhealthcare.co.uk/>

[8] <https://www.nestpensions.org.uk/schemeweb/nest.html>

[9] <https://connect.hee.nhs.uk/Interact/Pages/Content/Document.aspx?id=4754>

[10] <https://www.hassrashop.org.uk/>

[11] <http://jobs.hee.nhs.uk/>