



# Staff Benefits





We want our workforce to be at their very best, so maintaining a healthy workplace and offering health and wellbeing support is important to us. Our staff can take advantage of a range of staff benefits.

## NHS Pension Scheme



The 2015 NHS Pension scheme is a 'CARE' arrangement which stands for Career Average Revalued Earnings. A member's pension is based on their pensionable pay across their entire NHS career from 1 April 2015, guaranteeing a certain level of benefit at retirement according to a fixed formula.

The 1995 and 2008 sections of the pension scheme are still available for members to continue membership through protection arrangements, providing a benefit pension based on final salary (or career average pay for GPs, General Dental Practitioners and Ophthalmic Medical Practitioners).

## Annual Leave and Bank Holidays



The annual leave year is from 1 April to 31 March and the table below provides an example of what annual leave you will be entitled to dependent upon your length of service (leave is pro rata for part time workers) . We also have an Annual Leave Purchase Scheme for staff.

Length of service (Years)	Annual Leave (Hours)
1-4	27 days (202.5)
5-9	29 days (217.5)
10+	33 days (247.5)

In addition to annual leave, employees are entitled to 8 paid Bank Holidays (pro rata for part time workers).

## Flexible Working and Family Friendly Policies



We support employees to achieve a better balance between work and other priorities, such as caring responsibilities, leisure activities, further learning and other interests. We are committed to agreeing flexible working arrangements and recognise the need to assist staff in achieving a work-life balance through offering employment packages which embrace the principles of flexible working.

## Staff Awards



Our 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. We also recognise the loyalty and dedication of staff and their contribution to the NHS.

We celebrate key milestones in service including 5, 10, 20, 30 and 40 years of continuous NHS service.

All staff achieving a long service award will be invited to an annual celebration event.

## Eye Care Vouchers



As the use of computers and other display screen equipment in the workplace is now commonplace throughout the health service, we offer 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 you already wear glasses and it is deemed that you need glasses for VDU-use only, and meet the criteria, you would also be entitled to use this voucher scheme.

## Medicash



Medicash reward is a corporate health plan from one of the UK's leading corporate health cash plan specialists. Medicash provides a tangible, value for money benefit for the following:

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

Further information can be found at: [www.medicash.org](http://www.medicash.org)

## Health Service Discounts



This membership and benefits system is exclusive to NHS employees and these discounts can be passed on to family and friends. Offering great deals, savings, offers and more on:

- Gas and electric bills
- Insurance
- Holiday and travel
- Leisure activities
- Shopping

## Staff Networks



Enabling an inclusive culture that makes positive change, the staff network groups are run by staff and are for staff. They give the opportunity to connect, socialise and support. The networks include the LGBTQ+ Staff Network, Disabilities Staff Network and Ethnic Diversity Staff Network.

## Hybrid Working



Our experience of working during the Covid-19 pandemic has shown that as an organisation we can work in different ways and there are benefits to both employer and employee in working in an agile way. We will, where appropriate allow the opportunity to work flexibly between the office and home.

## Arriva Travel Club



In partnership with Arriva we offer staff savings on local Arriva bus travel with up to 25% discount, including unlimited travel on any Arriva bus in your selected travel zone so you can get out and about on your days off too.



The Clatterbridge Cancer Centre are able to provide additional Employee Benefits through our partner Vivup. There are a number of different schemes available that help our employees with physical, financial and mental health wellbeing.



## Employee Assistance Provision (EAP)

Employee Assistance Provision (EAP) specialises in supporting employees within the workplace and understanding the pressures and challenges staff can face at certain points in their lives such as difficult life situations, physical illness and relationships. Services include: telephone helpline, face-to-face counselling and on line guidance.



## Gym Membership Scheme

Gym Membership Scheme allows employees to enjoy discounted gym membership at over 3,000 participating clubs.



## Home Electronics Scheme

Scheme allows our employees to access the latest technology in a more affordable way. You will be able to save up to 12-20% through the scheme on a range of products provided from a UK leading technology retailer. You can browse on line and have your order delivered to your home address. You simply order your products and pay monthly through your salary for an agreed length of time.

## Cycle to Work Scheme



Cycle to Work allows staff to save up to 30% on the latest bicycles and accessories. All you will need to do is visit a local participating bike shop to select any brand of bike or accessory, or browse and order products through the Vivup Portal.

## Holiday Scheme



The Holiday Scheme allows staff to spread the cost of a holiday through their salary by purchasing a TUI holiday voucher.

## Cars Scheme



This scheme enables employees to spread the cost of a new car an affordable way via monthly salary deduction, or lease a brand new car complete with insurance, road tax, breakdown cover, servicing and tyres.

## Staff Loans



Staff Loans are available to support staff improve their financial wellbeing. Options to use the financial planning education and management tools are available.



We aim to create a culture where staff feel supported and valued to help provide the best cancer care to our patients. For more information on any of the staff benefits we offer contact the Workforce and Organisational Development Team on

**0151 556 5838**



**The Clatterbridge  
Cancer Centre**  
NHS Foundation Trust

**Thank you for reading this document. We hope  
you have found it useful. You can find out more  
about us on our website and social media.**

[www.clatterbridgecc.nhs.uk](http://www.clatterbridgecc.nhs.uk)



 **The Clatterbridge Cancer Centre NHS Foundation Trust**

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