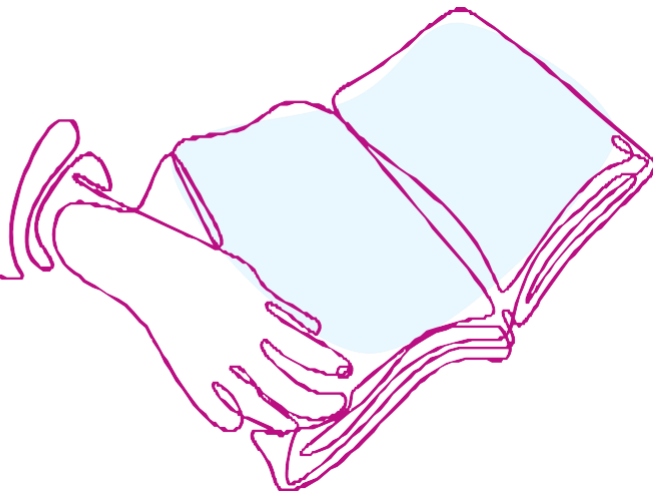


Staff Benefits



Welcome to your staff benefits

Frimley Health Foundation NHS Trust is pleased to offer you a wide range of flexible benefits in addition to your salary. With so much choice, we hope there is something to suit everyone. This booklet is a brief summary of the benefits available to you as a member of the #FrimleyFamily. Should you want to find out more information about any of the benefits, there are contact details attached to each of them.



fhft.benefits@nhs.net

Professional Development

- Annual Employee Achievement Review
- Apprenticeships
- Career Conversations
- Continuous Professional Development
- Functional Skills Training
- Management Development
- On Site Libraries

Financial

- Car Scheme
- Local Business Discounts
- Pension
- Retail Discounts
- Season Travel Tickets
- Staff Lottery
- Vivup Staff Benefits Portal
- Wagestream
- Home Electronics Scheme

Physical & Mental Wellbeing

- Chaplaincy
- Cycle to Work
- Employee Assistance Programme
- Get Active Campaigns
- Health & Wellbeing Champions
- Mental Health First Aid
- Occupational Health
- Seasonal Flu Vaccine
- Smoking Cessation
- Social Scene
- Staff Gym
- Menopause Support

Daily Life

- Annual Leave
- Compassionate Leave
- Flexible Working
- NHS Staff Survey
- On Site Nurseries
- Parental Leave
- Staff Accommodation
- Subsidised Staff Restaurants

Annual Employee Achievement Review

Your role is valued, no matter where it lies within the Trust. Annual appraisals with your line manager give you the opportunity to see what you have achieved over the last year and to plan the next. It also allows for organisation succession planning and talent management.

Apprenticeships

We support our staff who wish to gain a nationally recognised qualification within their area of work. Level 2-7 apprenticeships are available (GCSE to master's equivalent), and funding is supported by the apprenticeship levy.

Refer to the Learning & Organisational Development OurPlace pages for full information or contact:

fhft.learningandod@nhs.net

Career Conversations

Open to all our staff, monthly drop-in sessions are organised with information on opportunities to progress and develop.

fhft.learningandod@nhs.net

From day one to retirement, we will support you in your career.

Professional Development



Continuous Professional Development

We offer funding and study leave for courses that aid your development (in accordance with the FHFT Education Training & Development policy). The policy can be found within the Policy Hub on OurPlace, the Trust's intranet.

fhft.learningandod@nhs.net

Functional Skills Training

We offer functional skills training to all staff in Maths, English & ICT to bring you up GCSE equivalent level, if needed.

fhft.learningandod@nhs.net

On Site Libraries

The Health Sciences Library is situated above the Postgraduate Education Centre at Frimley Park Hospital. Wexham Park Hospital is home to the John Jamison Library at the Postgraduate Centre.

General: www.libraries.fhft.nhs.uk

Wexham & Heatherwood:
fhft.wxlibrary@nhs.net 01753
634857

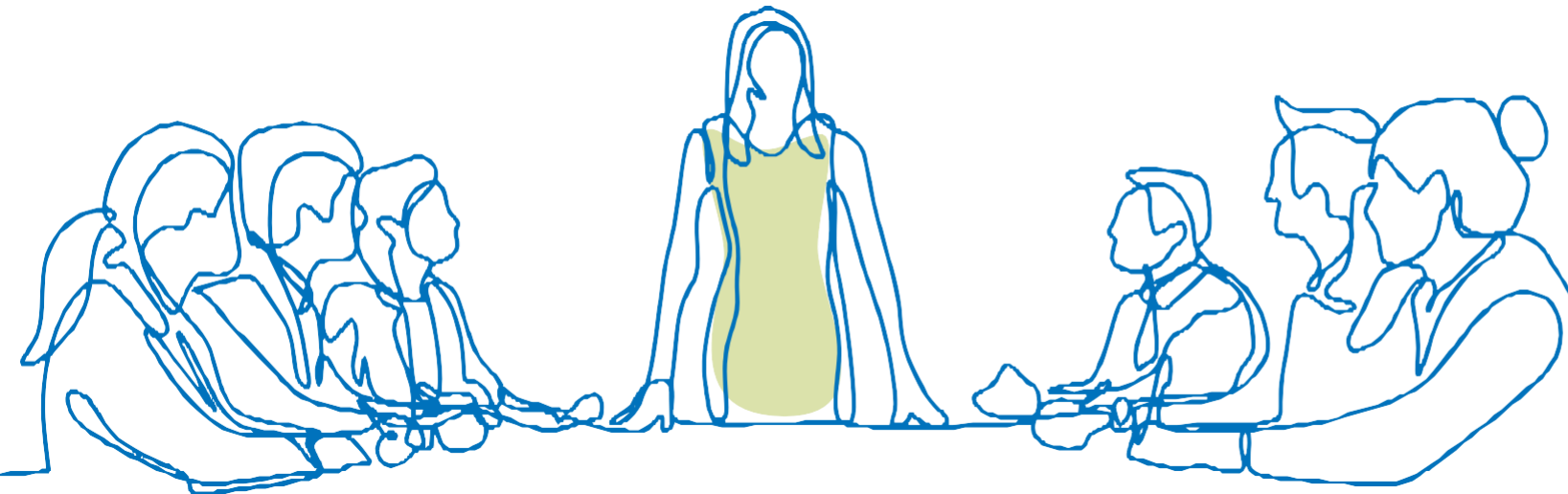
Frimley:
fphlibrary@nhs.net 0300
615 4857

Leadership & Management Development

Through internal, regional and national programmes (including the NHS Leadership Academy), our Leadership & Development Framework offers qualifications over five levels. So, there is always an opportunity for those who wish to gain further qualifications to support their career development. Supported by access to coaching and mentoring. More information can be found on the L&OD OurPlace pages.

For specific queries:
fhft.learningandod@nhs.net

Clinical Education:
fhft.practicedevelopment@nhs.net



Car Scheme

NHS Fleet Solutions provide a cost-effective way to lease a brand new car via salary sacrifice. The monthly cost includes insurance, routine servicing, road tax, tyre replacement, breakdown and windscreen replacement cover.

For more information, call Fleet Solutions on **0344 811 8228** or visit www.nhsfleetsolutions.co.uk (register using VPD151).

Home Electronics Scheme

You can use NHS Fleet Solutions to save money on the latest tech at Currys and spread the cost over 12 or 24 months via salary sacrifice. There's more than 5,000 products to choose from, ranging from TVs and tablets to washing machines, fridge freezers and vacuum cleaners. There's no credit checks, no deposit and no hidden payments.

Local Business Discounts

A wide range of money saving offers are negotiated with local retailers and service providers. These can be found on OurPlace, as well as under the local tab on Vivup.

Our dedicated FHFT Benefits page is also used to display shorter term, limited time offers.

Facebook: FHFT Benefits

Pension

Anyone who starts working for the NHS automatically becomes a member of the NHS Pension Scheme. Membership is voluntary and you can opt out at any time. The NHS Pension is administered by the NHS Business Service Authority, where more information can be found.

www.nhsbsa.nhs.uk

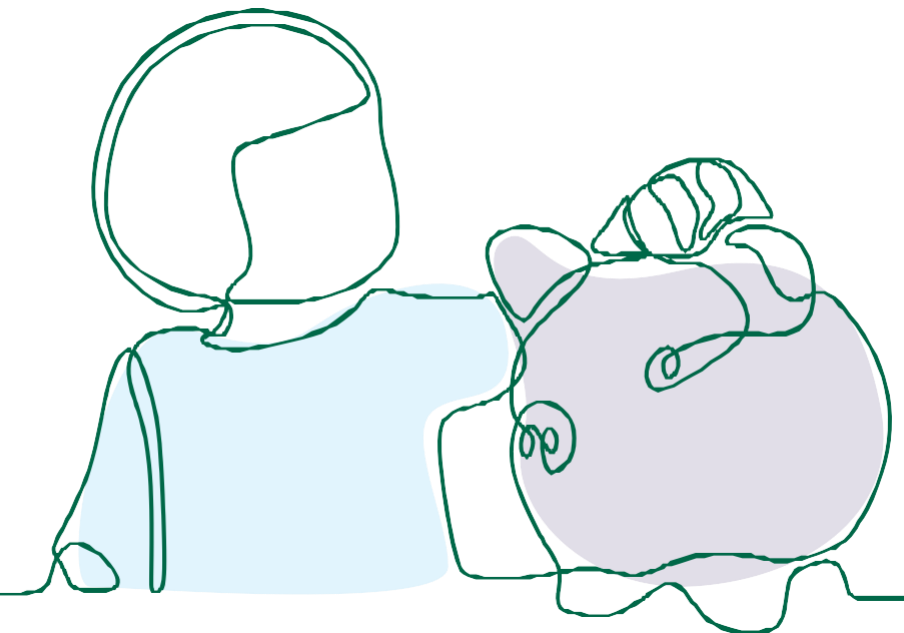
Retail Discounts

Vivup has a huge range of retail discounts. You can also find information on national NHS discount providers such as Blue Light Card, Health Service Discounts and Red Guava on Vivup.

www.bluelightcard.co.uk,
www.healthservicediscounts.com

www.redguava.co.uk
Username: FHFT
Password: BENEFITS

Financial



Season Travel Tickets

We operate a season ticket loan, spreading the cost of annual bus/rail tickets over the course of the year through net salary sacrifice.

For more information for each site contact fhft.benefits@nhs.net

Staff Lottery

Your opportunity to win cash prizes is here! The staff lottery also raises funds for the direct benefit of staff within the Trust. Prizes each month are 75% of the total contributions. Tickets cost £1 each with a monthly cap of five tickets per person. Details on the lottery can be found on OurPlace by searching "Staff Lottery".

Vivup Staff Benefits Portal

Vivup is our chosen portal that gives you not only information on many of our benefits, but also allows opportunities to save money with hundreds of well-known brands and companies. You can make savings on a wide range of day-to-day items as well as high street products.

Sign up with your NHS.net email at www.vivup.co.uk

Wagestream

We were the first NHS Trust to launch Wagestream, an employee benefit that allows staff to access their wages as they earn them without waiting for payday.

Staff can download the Wagestream app, enabling them to draw down on a proportion (max 40%) of their wages as they earn. The scheme is intended to help staff avoid the cashflow problems and financial distress that can come with being paid only once a month and prevent use of high cost payday loans from unexpected expenditure. It also provides free financial wellbeing advice.

The app is free, then staff are charged a minimal fee by Wagestream for each withdrawal. Download the Wagestream app on App Store or Google Play.



* Eligibility for the salary sacrifice schemes vary, please contact the benefits team for more information.

Chaplaincy

Pastoral, spiritual and religious support to all patients, relatives and staff of all faiths, beliefs and of none.

“Our role is to just ‘be there’ for you, offering a non-judgemental and confidential listening ear and a safe place to chat or share concerns, explore questions or reflect on decisions,” the Chaplaincy Team.

There is also organised worship across Frimley Park and Wexham with Christian services and Muslim prayers.

Our chapels are open for quiet reflection 24/7.

Any questions please contact chaplaincy via email: fhft.chaplaincy@nhs.net
Or phone Ext. 134184/153660

Cycle to Work

Change up your commute! Spread the cost of a new bike and accessories through salary sacrifice, while allowing savings on tax relief. Cyclescheme is part of the Government Cycle to Work initiative, allowing savings of up to 39% on a new bike and accessories.

All information can be found at www.cyclescheme.co.uk/a041a

Enquiries to fhft.benefits@nhs.net

Employee Assistance Programme

An Employee Assistance Programme (EAP) is available to all Frimley Health staff.

A free confidential counselling service available 24/7, providing help and support on a wide range of concerns including stress, anxiety, smoking cessation, alcohol consumption, personal and family issues. There is access to online CBT, financial and legal advice, to name a few.

This service is provided by Health Assured, an independent company where professional advice is given by trained counsellors and legal advisors over the phone, or one-to-one at a suitable location.

0800 0280199

www.healthassuredeap.co.uk
‘Wisdom’ App

Organisation code: **MHA142853**

Physical & Mental Wellbeing



Get Active Campaigns

Physical health is so important, and we work with both national and local campaigns such as Get Berkshire Active, Active Surrey, and local running events throughout the year to help staff keep active.

Menopause Support

We are committed to becoming a Menopause Friendly Employer and to achieve this standard we are working with Henpicked who will provide advice and guidance through our menopause journey. As part of this programme we have trained Menopause Advocates around the trust who are available to support and signpost when needed. If you are interested in becoming an Advocate or require assistance, please contact fhft.benefits@nhs.net.

Health & Wellbeing Champions

Do you have a passion for wellbeing? Do you have a skill you think would be a great addition to the Trust and improve staff wellbeing? Become a Health & Wellbeing Champion! In a voluntary role, our champions support the Health & Wellbeing strategy at FHFT by letting colleagues know about what's happening and promoting healthy lifestyles.

For an informal chat, contact:
fhft.wellbeing@nhs.net

Mental Health First Aid

Do you want to be a Mental Health First Aider? We run monthly courses on improving your personal mental health through better understanding and on identifying and help others in need.

For further information, contact
fhft.wellbeing@nhs.net

Occupational Health

The Occupational Health service carries out health assessments, provides confidential advice on issues such as health at work, rehabilitation and redeployment of staff who cannot carry out a full range of duties. They are also able to help signpost staff to various agencies for additional support.

Monday - Friday, 8.30am - 4.00pm (all sites)

Wexham Park & Heatherwood: 0300 615 4760

fhft.occupationalhealth2@nhs.net

Frimley Park: 01276 604051

fhft.occupationalhealth@nhs.net



Seasonal Flu Vaccine

We offer free flu vaccinations to all staff each winter; helping to protect each other, family, friends and patients. Available through Occupational Health (session details are publicised).

Frimley Park: 01276 604051

Wexham Park & Heatherwood: 0300 615 4760

Smoking Cessation

We support any staff member who wishes to stop smoking. From on-site clinics to community stop smoking services. There are also great resources on Health Assured (see Employee Assistance Programme).

hilary.naudi@nhs.net 0300 613 6246

Social Events

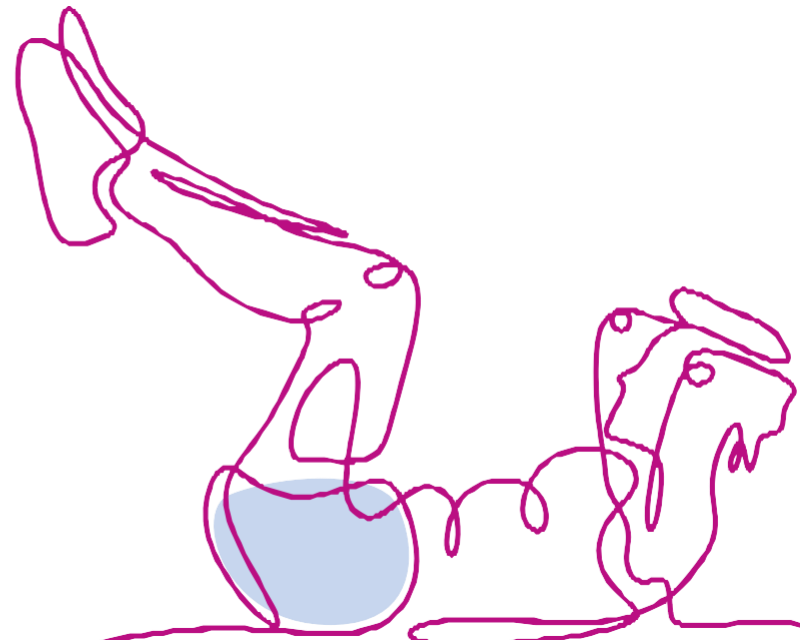
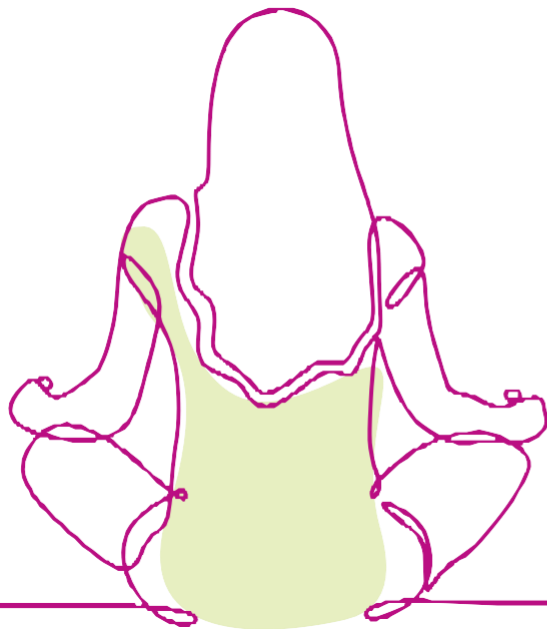
Staff from different teams come together to organise social events and activities available to all our staff. Past events have included discounted theatre trips, day trips to Bruges and long boat racing.

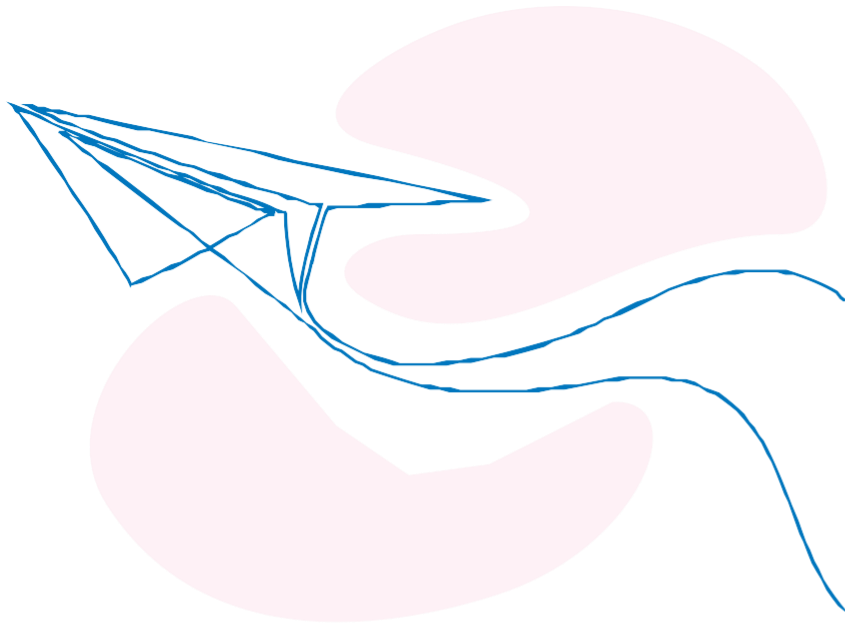
Details can be found on Vivup as well as OurPlace. To get in touch, contact: **fhft.benefits@nhs.net**

Staff Gym

There is a staff gym on the Frimley Park site, exclusively for FHFT ID holders only. The cost is just £9 per month. For permanent staff, this is taken from your salary. For bank staff and medical students, this must be paid upfront via the cashier's office. Gym inductions take place every Thursday at 5.00pm and 5.30pm (each session lasting approx. 30 minutes).

katharine.gregory@nhs.net 0300 613 6608





Daily Life

Flexible Working, Career Break

We are committed to providing working arrangements which promote a healthy work/life balance. These provisions are in the form of special leave, flexible working, and a career break scheme.

The flexible working policy has made provisions to encourage staff to work flexibly. Although, there is no automatic entitlement, the policy outlines parameters for granting applications. Applications must be made in writing and submitted to your line manager. Application forms are within the respective policies.

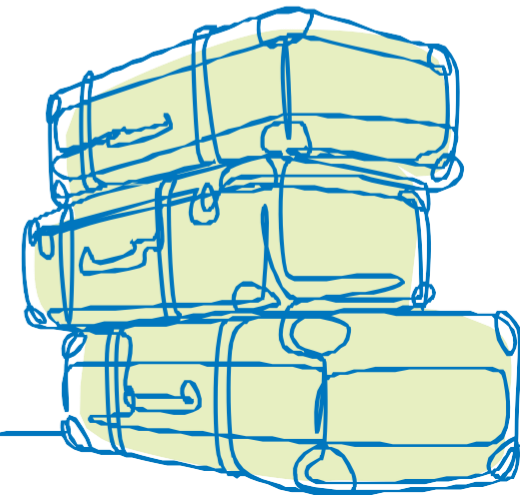
All policies can be found on OurPlace or by contacting your line manager.

Leave Entitlement

We offer a generous annual leave package along with parental leave days for emergencies and compassionate leave

Maternity, Paternity, Adoption and Parental leave/pay: Parental leave/pay entitlement depends on the amount of NHS continuous service, as detailed in the policy.

Find more under HR & Payroll on OurPlace.



NHS Staff Survey

We encourage staff to complete the annual National NHS Staff Survey. The Trust uses the results of the survey to improve local working conditions and practices and to increase involvement and engagement with staff.

On Site Nurseries

Woodlands Nursery on our Frimley Park site and First Steps Nursery on our Wexham Park site are purpose-built nurseries which provide excellent educational, caring and secure environments for children up to five years old.

For further information please contact Woodlands Day Nursery: 01276 604607 (Frimley) and First Steps Day Nursery: 0300 615 4365 (Wexham).

Subsidised Staff Restaurants

Pinetrees (Frimley), The Courtyard (Wexham), Greenwood Restaurant (Heatherwood) serve freshly cooked food, throughout the day.

Staff Accommodation

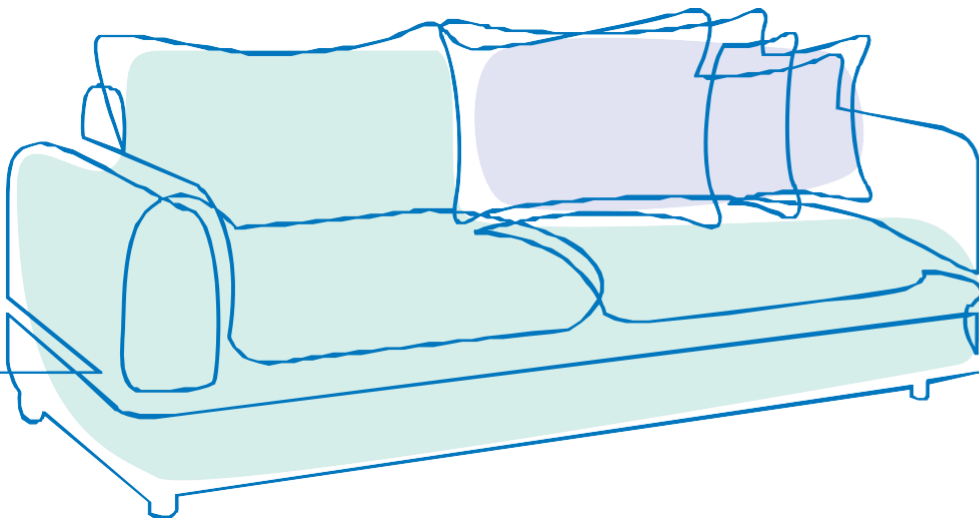
We have a range of accommodation options available on each site for staff starting their careers with Frimley Health, whilst they become familiar with the area.

Frimley Park has newly built accommodation, comprising of 76 single cluster rooms and 10 one-bedroom flats. There are also three-bed houses on Gilbert Road, a stone's throw from the entrance.

Heatherwood has studio and two-bed flats on site.

Wexham Park has single shared units all the way up to three bedroom houses.

All enquiries to:
fhft.accommodation@nhs.net



What is #FrimleyFamily?

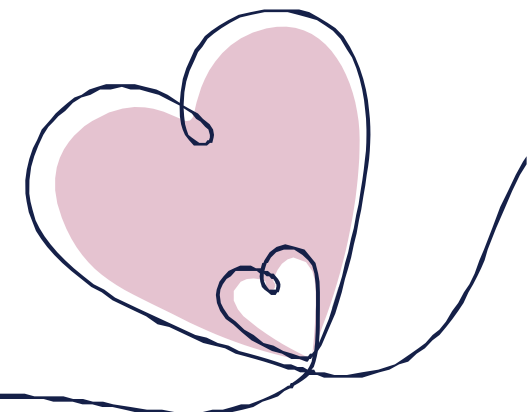
You are now part of the #FrimleyFamily; not just a group but a sense of community we hope you will feel part of, working at Frimley Health. Staff benefits aren't just the money you can save off a new car, or career conversations. It's about loving coming to work every day and valuing your colleagues, allowing you to work together to the best of your ability and face the future, whatever life may throw at you; both in work and outside. Here are some of the ways we recognise and support you.



- VIP Awards
- Thank you cards
- Annual staff awards
- Staff side representation
- Freedom to speak up
- BAME group
- Carers forum
- LGBTQ+ group
- Guardian of safe working hours
- Menopause Friendly Employer



Committed to being a
menopause friendly
employer



Thank You

This booklet was up to date at the point of publishing and the most accurate information can be found at www.vivup.co.uk by logging in with your NHS email account and across OurPlace. Any questions should be directed to those given within the booklet.

Please note that unless specified, these benefits do not form any part of your Statement of Main Terms and Conditions of Service and so may be withdrawn at any time.

If you have any feedback on the benefits currently available or would like to make suggestions, please use the QR code to submit these to us!

Scan Me 

