The Trust is serious about providing the best possible healthcare to its patients. It has embarked on a scheme called ‘At our Best’ which recognises that inspired staff provide better services to patients.


**STAFF BENEFITS**

**NHS Pension Scheme**
One of the best final salary contributory pension schemes available

**Annual Leave**
All employees receive 27 days per annum annual leave, increasing to 29 days after 5 years and 33 days after 10 years (pro rata for part time) - plus 8 Public Holidays.

**Childcare Vouchers**
Run through Edenred, our Childcare Voucher scheme allows parents to have up to a maximum of £243 per month of their salary (dependent upon tax bracket) converted into Childcare Vouchers. Treated as a salary sacrifice scheme, the vouchers can be used to pay for any Ofsted registered childcare, including nurseries, childminders, after school clubs and holiday clubs. For more information visit [www.childcarevouchers.co.uk](http://www.childcarevouchers.co.uk)

**Nannas Nursery**
Our on-site nursery, solely for the children of Trust employees provides high quality discounted childcare for the under 5’s. Open between 6.30am - 6.30pm, it’s flexible hours benefit staff working early or late shifts. For more information visit [www.nannas.co.uk](http://www.nannas.co.uk)

**Cyclescheme**
Offering tax exemption on bicycles and safety equipment, Cyclescheme is another salary sacrifice benefit offered by the Trust. With a network of over 1700 bike shops to choose from, employees can be sure to find the bike for them. Bikes are paid for over 12 months, direct from the employees salary, with a small redemption fee payable at the end of the hire period. For more information visit [www.cyclescheme.co.uk/c9d20](http://www.cyclescheme.co.uk/c9d20)

**Lease Cars**
Operated through NHS Fleet Car Solutions, this salary sacrifice scheme allows Trust employees to access a car of their choice at attractive prices. No deposit is required and all routine servicing and repair costs plus insurance are included in the monthly charge. Usually leased over three years, employees have the option to purchase the car at the end of the lease period. For more information visit [www.nhsfleetsolutions.co.uk](http://www.nhsfleetsolutions.co.uk)
In addition, in summary we offer:

Flexible Working

- Term Time Working
- Annualised Hours
- Part time working
- Phased return to work after illness
- Flexible retirement
- Extended working hours
- Reduced working hours
- Late start
- Home working
- Night only contracts

Staff Development & Training

- On site IT training centre
- Continuing Professional Development (CPD)
- Personal Development Plans and Appraisal System
- Coaching Scheme
- Sabbatical opportunities
- Library/IT facilities
- NVQ Assessment
- Competency Assessment

Facilities and Benefits

- Staff Accommodation
- Restaurant - subsidised for Staff
- Cafe / Restaurant / WRVS
- Staff Shopping Discount Scheme for local businesses
- 50% discount on local bus travel (FirstGroup Essex travel card). Unlimited half-price travel throughout Essex
- Free Staff Hopper Bus runs every 30 minutes between Colchester General Hospital and Essex County Hospital
- Secure cycle storage and shower facilities for cyclists

Family Friendly

- Parental Leave
- Paternity Leave
- Adoption Leave
- Urgent Domestic Leave
- Maternity Leave
- Compassionate Leave
- Leave for care of terminally ill relative

Health and Wellbeing Health Service,

- Lifestyle assessment
- Employee Assistance Program where confidential counselling and advice similar to citizen advice bureau can be obtained
- Work related immunisations including influenza
- Travel health advice and vaccinations
- Smoking cessation support
- Fast tracking to physiotherapy and other services
- Reduced gym membership
- Referral to life enhancing activity programme
- Emotional resilience support and workshop