

Employee Benefits

Holidays and Entitlement...

Annual Leave

All new staff are entitled to annual leave as well as 8 public bank holidays when joining the Trust. Entitlement to annual leave increases for staff as follows:

- Up to 5 years' service 27 days
- After 5 years' service 29 days
- After 10 years' service 33 days

Maternity, Paternity & Adoption Leave

The Trust offers comprehensive maternity and adoption leave schemes with benefits in excess of the statutory schemes.

Carers & Emergency Leave

Our scheme recognises that many employees have caring responsibilities outside of work and that from time to time emergency time off work may be required.

Staff Engagement...

An Audience with Karen

A lively quarterly event where staff from all areas come together to meet with Karen Jackson, Chief Executive, to hear a personal and honest update as to what is happening within the Trust. This is an open forum too where all staff are welcome to attend and either join in with the debate or, if you wish, simply to listen to what's being discussed.

We recognise that sometimes staff have things that they perhaps only want to discuss in a 1:1 with the Chief Executive. We have therefore designed another forum called **Meet the Chief**. These are private and confidential meetings where you can ask specific questions, talk about issues important to you or raise concerns directly with the Chief Executive.

Staff Communication

Whether it's celebrating the achievements of staff, promoting new services or dealing with media requests, the communications and marketing team are on hand to build and manage the reputation of the Trust among the public, commissioners, and other stakeholders.

The launch of the Trust's **Vision and Values** framework underlines its commitment to promoting staff's role in influencing changes through Staff Surveys, the Morale Barometer, staff and team meetings and much more.

Morale Barometer

We want to hear about your experiences. This exercise will take place every three months, is completely confidential and the results will be used to review and improve how we do things.



Staff Survey

The national NHS Staff Survey gives you the opportunity to have your say on what it is like working for the NHS and to highlight any concerns you think the Trust may not know about. The overall aim is to gather information that will help the Trust provide better care for patients and improve the working lives of those who provide this care.

Pension Scheme...

You will automatically become a member of the NHS pension scheme, unless you choose to opt out. As from April 1 2012 if you are unable to join the NHS pension scheme due to the scheme rules you will automatically be brought into the alternate scheme (NEST).

You have the right to opt out of this scheme as well. Pension deductions will be recorded on your payslip. If you have any queries in respect of your pension, please refer them to the Trust's Pension's Officer. Full details of the NHS pension scheme can be sourced from the ESR bureau.

Staff Portal...

Staff Super Draw Lottery

Our Trust has a 'NLG Super Draw' monthly staff lottery scheme you can participate in for just £5 a month. If you choose to join, the money will come straight from your pay check. In addition to this, proceeds are used to promote staff benefit programmes and reinvested into staff initiatives, which make improvements across the Trust.



Staff Super Draw Lottery

The simplest way to win a small fortune...

and offers you the chance of winning a host of cash prizes.

Your Stuff

Your Stuff is where employees can sell Unwanted items on the intranet for free for other staff members to view and consider buying.

Please visit the staff portal on:

<http://www.nlg-staffportal.co.uk/>

Your Voice

Your Voice is a 'Question & Answer' Discussion zone, which provides staff with the ability to ask questions and search for questions/answers by category, popularity, by date or by key word. Within each question there is a break-out discussion box for debates to take place. You can also vote for questions to increase their popularity if you feel they are especially pertinent to staff.



Staff Benefits Fund

The Staff Benefits Fund is made up from the staff lottery membership proceeds that are not paid out in lottery prizes or administration costs. This money is set aside and made available to staff to be used for, amongst many other things:

- Improving staff facilities
- Supporting 'Our Stars'
- Subsidising staff summer fetes or days away
- Leisure courses and sports equipment

Coaching Network...

What Is Coaching?

Coaching is a method of questioning, listening, clarifying and giving feedback to unlock a person's potential to maximise their own performance.

If you take part in coaching, you will have dedicated time with your coach to help you enhance and develop your skills. It is essentially a non-directive form of development and is used to address a wide range of issues. It is a relatively short-term activity which is time-bound.

What Are The Benefits?

- Higher motivation
- Enhanced personal and organisational performance
- Improved change management
- Help in achieving a goal

How and When Will Coaching Help You?

- As a new starter to the Trust or a team
- A recent promotion
- Confidence boost
- Support identified in appraisals
- Taking on new responsibilities following a departmental restructure
- Project work or a change of role
- Career development
- Succession planning for our future



CSSC Sports & Leisure...

CSSC Sports & Leisure positively promotes individual health and wellbeing to over 115,000 members in the public sector. Join now to enjoy the huge range of activities and family days out, as well as discounts at high street stores and subsidies on sporting fees - all for just £3.70 per month!



Contact: 01494 888444

Please visit: cssc.co.uk for more information.

Financial Benefits...

In addition to the benefits above the NHS offers a number of other benefits that can help you financially:

Computer Exchange Salary Sacrifice

This salary sacrifice allows staff to buy state of the art laptops and tablets at discounted prices. Here a monthly payment would be deducted off your pay check automatically depending on the total amount of the item saving on payroll deductions, national insurance and pension costs.

Parking Exchange

Staff can pay for parking through salary sacrifice, which is quicker, easier and more tax efficient.

Lease Car Scheme

At beneficial rates whether linked to business and/or 100% private use.



Staff Discounts

As well as all of the above there are more opportunities to save money with:

- Discounts from Local Retailers
- NHS & Public Sector Discount Schemes

For more information please visit: The Organisational Development & Workforce section of the NLAG intranet.

Cycle to Work Scheme

This scheme is similar to the computer exchange sacrifice as the same process happens, taking a monthly sum of money out of your salary. With the scheme you could save up to 48% off the price of a new bike. You can use the bike to travel to work on – keep fit, reduce your carbon footprint and save money.

Childcare Vouchers

As part of the Trust's family-friendly policies it launched the childcare voucher scheme. These vouchers can be used to pay for all types of registered childcare for children up to 16 years of age. This includes day nurseries, nannies, child-minders, out of school clubs, holiday schemes, activity clubs and childcare provided by schools. You could be saving up to **£933** a family, a year on your registered childcare costs via reduced tax and National Insurance contributions.

If it sounds like you could benefit from this,

Visit: www.computersharevoucherservices.com

E-mail: parent@computershare.co.uk or

Call: 0845 002 1111 for more information

For more information, please visit:

<http://www.nlg-staffportal.co.uk/>

Training & Development...

Alongside coaching, learning and development is a general focus for the Trust. All new starters attend a welcome induction and will benefit from the service of the Trust's specialist training and development team.

The Mandatory Training Information System (**MTIS**) outlines all the mandatory training requirements for your role and will link you to the courses available both classroom based and e-learning. Many of your initial mandatory training requirements will be addressed during an induction period this comprises corporate and local induction in accordance with the Trust's Induction policy.



Learning & Development Fund

Health Education Yorkshire and Humber (HEYH) have funding available to support the learning and development of staff in Bands 1 – 4. The funding covers primarily course and examination fees. It is designed to enable learning that is relevant to the staff members' role, personal development and service requirements.

Appraisal Development Review

All staff have the right to expect a regular and constructive performance review with the following key components:

- Ensuring that the job description or role profile remains relevant
- Understanding their performance standards and objectives
- Review work performance throughout the year and receive feedback from the line manager
- Identifying, and addressing, training and development needs through an agreed personal development plan.



Staff Awards...

We're on the look-out for the stars in our organisation; those people who go above and beyond in their role on a daily basis. Each year we hold a staff awards ceremony to honour, celebrate and recognise those individuals and teams who go the extra mile to make a real difference to others.



These are the award categories:

- Patient Centred Care Award
- Group Corporate Citizen Award
- Best Business Initiative Award
- Clinical Quality & Innovation Award
- Keeping Our Patients Safe Award
- Clinical Service Redesign Award
- Valued Partnership Award
- Staff Engagement Award
- Shine award

Staff Wellbeing...

In-house Occupational Health Service

A team of experts who seek to protect, promote and improve the health & wellbeing of all employees in the Trust's care.

Occupational Health Physiotherapy

Provides confidential assessments and treatment of any musculoskeletal problem.

Health and Wellbeing Resources

Visit the Wellbeing section of the intranet where you will find a host of information from local walks, advice on giving up smoking and healthy eating suggestions. In addition to this you'll find a range of useful links and applications which aim to make healthy, active living less difficult and more fun.

Occupational Sick Pay Scheme

Excellent sick pay scheme in line with the Trust's Terms and Conditions.

Chaplaincy Service

Available to all staff whether they belong to a Christian tradition, are of another faith or have no religious affiliation at all.

Counselling in Company (CIC)

CIC is counselling service that the Trust provides for all members of staff without need for a referral. It is a free, confidential service and the issues do not need to be work related. Contact: **0800 085 1376**



Work Life



Home Life



Mind & Body



Money



Legal

Facilities On-Site...

Running three hospitals, Grimsby (DPOW), Scunthorpe (SGH) and Goole (GDH), separated at considerable distances allows the Trust to serve a wider population. All hospitals are easy to access either through car, rail or bus travel.

Plenty of space for car parking

On-site accommodation

Bike sheds

Coffee Bean Café at SGH & GDH

Restaurant at DPOW & SGH

Cash-point on each site

M&S & Whistle Stop Shop at DPOW

Lloyd's pharmacies at SGH & DPOW

MARKS & SPENCER

Lloydspharmacy 
Healthcare for life