

OUR BENEFITS PACKAGE

CORE BENEFITS & ENGAGEMENT	VOLUNTARY BENEFITS & DISCOUNTS	HEALTH & WELLBEING
<p><u>Annual Leave</u> 27 days on appointment, rising to 29 days after 5 years service and 33 days after 10 years service.</p>	<p><u>Cycle to Work Scheme</u> Salary sacrifice scheme which helps you benefit on huge savings on bikes and accessories</p>	<p><u>Health & Wellbeing Services:</u> Employee Assistance helpline, Occupational Health Service, Health Screening and Immunisations, Workplace Adjustments, Mental Health Support Disability / Chronic Condition Support, Work-Related Stress Support are all services we offer</p>
<p><u>NHS Pension Scheme</u> The largest centrally administered public sector pension scheme in Europe</p>	<p><u>Buying Annual Leave Scheme</u> You can buy up to 1 extra week's leave a year.</p>	<p><u>WellPoint Kiosks</u> In main centres, kiosks can be provided to allow you to have a free health check. The kiosks are in centres on a rolling basis over 2 years.</p>
<p><u>Contractual Entitlements</u> Generous maternity, paternity, adoption, sickness & annual leave provisions</p>	<p><u>Lease Car Scheme</u> NHSBT operates a lease car scheme for use on official business</p>	<p><u>Know Your Numbers Clinics</u> A rolling programme of wellness clinics (for non centre-based BD and ODT teams) which check blood pressure, cholesterol, blood sugar and BMI levels. For queries please contact HR Direct.</p>
<p><u>Flexible Working</u> NHSBT boasts a wide range of flexible working patterns to help support work/life balance</p>	<p><u>Annual Season Ticket Loan</u> Season ticket loans available for travel to and from work</p>	<p><u>Wellbeing Zone and App</u> Free website available to all NHSBT staff, friends and family offering advice on healthy living.</p>
<p><u>Total Reward Statements</u> A personalised summary which outlines your pay and benefits package</p>	<p><u>Professional Registration Fees Loan</u> Loans to support you with professional registration costs that are essential for your role with us</p>	<p><u>Eye Care</u> For colleagues who qualify as display screen equipment Users, vouchers are available towards the cost of eye tests and glasses.</p>
<p><u>Personal and Professional Development</u> NHSBT offers a wealth of development programmes such as:</p> <ul style="list-style-type: none"> • Leadership and Management • Scientific and Clinical • Personal and Skills Development • Work-Based and Professional Development • Diversity and Staff Engagement • Apprenticeships 	<p><u>MyLifestyle</u> Offers a wide range of discounts at: https://www.edenred.uk.com/mylifestyle/</p>	<p><u>Flu Vaccinations</u> Free Flu vaccinations offered to all staff</p>

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<p><u>Recognition of Excellence</u> You can nominate another employee or team for a monthly recognition of excellence in the following categories: Exceptional Manager, Exceptional Team, Exceptional Customer Service. Annual celebration of achievements at the NHSBT Annual Awards Ceremony</p> <p><u>Annual Awards Ceremony</u> Staff across the organisation are invited to celebrate their achievements</p>
<p><u>Loyal Service Awards</u> Generous loyal service award scheme which recognises 20, 30 and 40 years NHSBT service</p>
<p><u>Ideas into Action</u> Our suggestion scheme that welcomes all colleague's proposals on how we can improve NHSBT</p>
<p><u>Our Voice Survey</u> An annual survey asking honest and open feedback from colleagues on NHSBT as a place to work</p>
<p><u>Diversity & Inclusion</u> Below are some of the engagement tools we offer to promote diversity and inclusion at NHSBT:</p> <ul style="list-style-type: none"> • Disability and Health Promotion Advocate Scheme • LGBT+ Network • BAME Network

VOLUNTARY BENEFITS & DISCOUNTS
<p><u>Discounts</u> Heathservice Discounts The UK's biggest NHS staff discount site – visit: www.healthservicediscounts.com</p> <p>Blue Light Card You can purchase a blue light card costing £4.99 for a 5-year membership. Visit www.bluelightcard.co.uk</p> <p>Public Sector Discounts for NHS staff up to 5% cashback when used in store or online at over 50 retail partners. Visit www.psdiscounts.com/nhsstaff Our discount code is nhsbtcb</p>
<p><u>Mobile Phone contract</u> Vodafone offers include 20% off Pay monthly plans</p>
<p><u>Pennies from Heaven / Give as You Earn</u> You can donate spare pennies from your payslip to our charity partner which is currently Bloodwise direct through this scheme</p> <p>We also offer Charity giving through Payroll</p>

HEALTH & WELLBEING
<p><u>Physiotherapy</u> Up to 8 sessions of treatment available for musculoskeletal injuries which fit the following criteria: Injury occurred in the last 6 weeks, and Injury affects work, or causing absence from work, and having no other treatment elsewhere</p>
<p><u>Carer Support</u> Support offered for those with caring responsibilities</p>