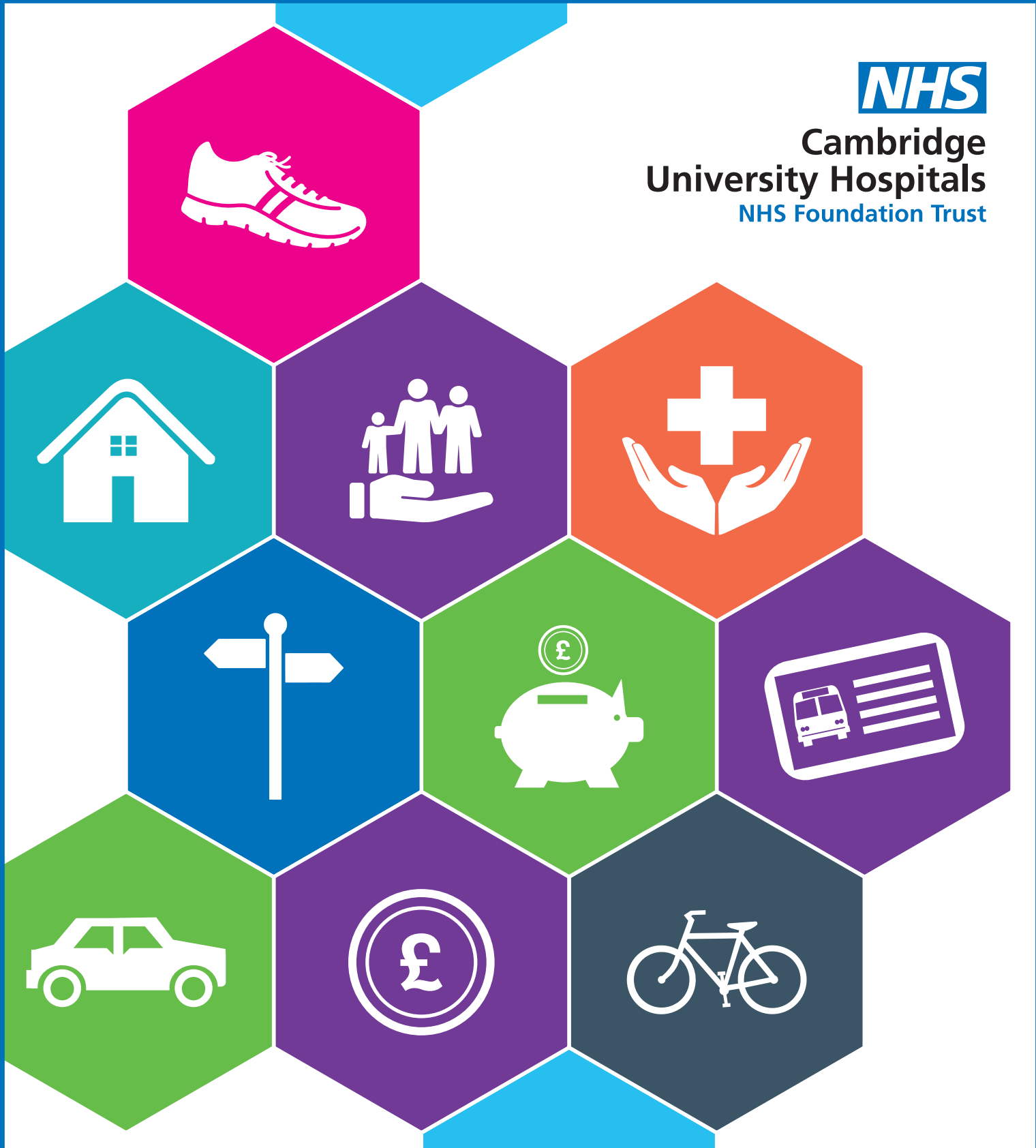


NHS

**Cambridge
University Hospitals**
NHS Foundation Trust



CUH Benefits Booklet

Addenbrooke's Hospital | Rosie Hospital

Pay and
conditions

NHS Pension
Scheme

Family
friendly
benefits

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Development

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Pay and conditions (Agenda for Change)



Pay

The Agenda for Change pay bands 1-9 can be found at <http://connect2/article/2054/Pay-and-NHS-Terms-Conditions-of-Service> There are also pay enhancements to reward out of hours, shift and on-call working.

Annual leave

We offer 27 days, plus eight bank holidays. This rises to 29 days after five years service and 33 days after 10 years service.

We also provide the opportunity to purchase additional annual leave. See <http://connect2/article/1013/Leave-Annual-Leave-and-Public-Holidays> for more information.

NHS Pension Scheme



NHS Employers state that the NHS Pension scheme is one of the most comprehensive and generous schemes in the UK. Contributions are tax-free and membership provides valuable protection for your family, including life assurance and a pension if you are too ill to work. Membership is automatic when you join the NHS and as your employer we pay contributions equal to 14.3% of your salary towards the cost of your pension.

We also provide retirement planning courses to help you understand your options for the end of your career. Visit the Retirement pages on HR Consult <http://connect2/article/1530> for more info.

For more details about the NHS Pension Scheme, see the NHS Pensions website www.nhsbsa.nhs.uk/nhs-pensions or contact one of our Pension Officers on **01223 274797**.

“ Membership is automatic when you join the NHS and as your employer we pay contributions equal to 14.3% of your salary towards the cost of your pension. ”

Family friendly benefits



Childcare Vouchers

If you pay for registered childcare it might be cheaper to pay for it with childcare vouchers and have the cost deducted from your salary and save on tax and NI contributions. Please note this scheme ceases to new entrants in October, so applications need to be made by 25/8/18 at the latest.

On-site nurseries

We have two on-site nurseries, Bunnybrookes and Long Road, provided by Bright Horizons which attract discounted fees for CUH staff. In addition, you can make significant savings on tax and NI contributions by paying your nursery fees via salary sacrifice deductions.

Support for parents

We have a supportive Carer's Leave policy for emergency childcare needs as well as a Maternity Leave, Paternity Leave, Adoption Leave and Shared Parental Leave policies.

Discounted holiday play schemes

CUH staff have access to discounted rates for local holiday play schemes. <http://connect2/article/3425/Holiday-Playschemes-and-Clubs>

Work-life balance



Flexible working

The Trust is committed to assisting all staff to achieve work-life balance regardless of their personal circumstances. The needs of our service must come first but we offer a range of flexible working options and leave schemes and we have a flexible working policy to support this.

Annual Leave Purchase scheme

Staff have the opportunity to purchase up to 12 weeks additional leave. Terms and Conditions apply. <http://connect2/article/2043/Annual-Leave-Purchase-Scheme>

“ The needs of our service must come first but we offer a range of flexible working options and leave schemes and we have a flexible working policy to support this. ”

Recognition and Long Service



You Made a Difference

Individuals can be recognised by colleagues, patients or visitors for making a difference to those around them and living the CUH values of Together – Safe, Kind and Excellent. Two members of staff are chosen as winners each month, and a team winner is chosen each quarter.

Long Service and Retirement Awards

Celebrating the loyalty and commitment of our staff is important to us. We recognise long service with a commemorative badge and gift (for those staff who have worked at the Trust for 20, 30 or 40 years) and a commemorative badge (for those staff who have reached the milestones of 10, 15, 25 and 35 years' service).

Health and Wellbeing



Looking after your health is a key priority for us. We offer a wide range of initiatives and resources to support you:

Mental and Emotional Wellbeing

- Care First – a free 24 hour advice, information and counselling service who offer guidance on wellbeing, family and personal matters, debt management, workplace issues and much more
- Psychological Wellbeing Service
- Chaplaincy
- Support groups for mental health
- Meditation
- Courses and Workshops

Physical Wellbeing

- Flu jabs – to help protect you, your patients and families all staff are encouraged to have a free flu jab vaccination every year
- The Frank Lee Centre – swimming pool, racket courts, virtual and led fitness classes all on-site!
- Yoga, Pilates & Zumba classes run by the skilled Physiotherapy department
- Staff Physiotherapy Service – a dedicated service for staff who are suffering from musculoskeletal conditions that impact on their work. Staff are able to self-refer to the service which aims to help you return to work, stay at work or work more effectively.
- Weight Management Programme

On-site facilities



The Frank Lee Centre

The Frank Lee Centre facilities provides staff access to the following leisure facilities: a fully-equipped gym, 25m heated indoor swimming pool, a range of fitness classes, five-a-side outdoor pitch, tennis courts, squash courts, sauna, steam room, bar and brasserie with a large plasma screen with Sky Sports, pool table and Wi-Fi. Membership fees start from £4 a month. Visit their website www.frankleecentre.co.uk or pop in for more info.

The Concourse

The Concourse offers a variety of retail outlets such as Marks and Spencers, The Body Shop, a newsagent, gift and ladies clothing shops, as well as a wide range of venues to eat and drink including Costa and Starbucks, and services such as a bank, dry cleaners and hairdressers.

Travel to work



Rail Travel

- Discounted train season tickets
- Interest-free loan to purchase a season ticket to help spread the cost

Car Travel

- Park and Ride options from Babraham Road and Trumpington Road
- Car Share Scheme
- Lease a brand new car and benefit from tax and NI savings for the duration of the lease through the Car Lease salary sacrifice scheme

Cycling

- Get a brand new bike and accessories at a discounted rate and benefit from tax and NI savings by joining the Cycle to Work salary sacrifice scheme
- On-site cycle repair and service workshop
- Secure cycle lock-ups

Other

- Interest free loans for mopeds and scooters



Discounts



As a member of staff, you are able to access a wide range of offers and discounts. These are some examples of the categories:

- Shopping
- Motoring
- Health and Beauty
- Leisure and Fitness
- Food and drink
- Finance

Visit the Discounts pages on Connect <http://connect2/article/2791/Benefits-Discounts-and-Information-for-Staff> for a full list of the discounts available.

Your career development / Learning & Development



We support staff with learning opportunities from the day you join us. After a comprehensive induction process and mandatory training refresher updates, we offer a wide range of learning and development opportunities.

Continuing Professional Development (CPD)

We seek to support you with your CPD, through a combination of funding, time off and support.

Training loan scheme

get help to spread the cost of any additional learning requested by you with an interest-free loan.

<http://connect2/article/5179/Training-Loan-Scheme->

“ After a comprehensive induction process and mandatory training refresher updates, we offer a wide range of learning and development opportunities. ”

“ Cambridge is a popular area to live in and we have several schemes to help you find suitable and affordable accommodation. ”

Accommodation



Cambridge is a popular area to live in and we have several schemes to help you find suitable and affordable accommodation:

- On-site accommodation is offered to staff through Sanctuary Housing <http://connect2/article/1984/On-Site-Accommodation>
- Deposit Loan Scheme – an interest free loan scheme to help staff with the deposit and first months rent. <http://connect2/article/1983/Deposit-loan-scheme>
- Visit the Accommodation pages on the Connect Marketplace for local rooms and properties available to rent. <http://connect-forums.net.addenbrookes.nhs.uk/marketplace/accommodation/items>

Together-**Safe** | **Kind** | **Excellent**

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