

# Staff Wellbeing and Benefits

Trust Employees





Health & Wellbeing - 3



Training & Development - 4



Staff Voice - 5



Facilities - 6



Recognition - 7



Financial - 8



Travel & Parking - 9



# Health & Wellbeing

## Occupational Health

Our Trust offers a wide range of services for all employees to ensure individual health and wellbeing aspects are covered.

These include:

- Pre employment assessments,
- Management referral,
- Management of occupational skin conditions,
- Public Health Campaigns,
- Occupational Vaccines- including free seasonal flu vaccine
- Management and reporting of sharps injuries and exposure to body fluids management
- Latex allergy testing,
- Night/Lone worker medicals,
- Health surveillance,

For more information contact:

 0151 430 1985  [hwwb.admin@sthk.nhs.uk](mailto:hwwb.admin@sthk.nhs.uk)

## Wellbeing

The Wellbeing Hub is here to support staff affected by physical or non-physical health matters, which could impact you both in and out of work. There is lots of support available for Managers, Staff, Wellbeing Champions and Mental Health First Aiders. We offer 1:1 appointments, group sessions and events, bespoke team and department support and visits. There is also a wide range of information and resources on our intranet page where you can also find information on [Cost of living support](#).

For more information and to self refer visit:

 [MWL Intranet - The Wellbeing Hub](#)

## Flu Vaccine

A free yearly flu vaccine is available to all employees. Our flu campaign starts at the end of every September - check the intranet for the timetable and come along to get your free vaccine!

For more information visit:

 [MWL Intranet - Flu Vaccine](#)

## Flexible Working

We recognise the importance of accommodating work-life balance. Our Trust has a range of flexible working opportunities where employees can send in their requests to their manager who will provide appropriate options.

For more information visit:

 [MWL - Flexible Working Policy](#)

## Healthy Eating Options

Healthy eating options are available (including Halal options) at our own on-site restaurants at Whiston and St Helens hospitals. A regular fruit and vegetable stall is also available at Whiston and St Helens hospitals.





# Training & Development

## Apprenticeships

Our apprenticeships (both clinical and non-clinical) have a 'guided learning' approach and we optimise the use of the Apprenticeship Levy to support individuals in realising their potential.

For more information contact:  
 [STHKApprenticeships@sthk.nhs.uk](mailto:STHKApprenticeships@sthk.nhs.uk)

## Preceptorship

The Trust Preceptorship Pathway is a 12-month programme designed to provide additional training and support to all new registered staff. This programme, which is new for 2023, is designed with bespoke elements for all specialities within the trust (such as Paediatrics, Neonates, Emergency Department, Theatre Staff & all Allied Health Professionals).

For more information visit:  
 [MWL Intranet - Preceptorship](#)

## Appraisals

Our Trust has an annual values-based appraisal which allows every staff member to look back on the previous year and review their progress and development and the objectives for their role. This is an opportunity to have a structured and joint discussion with your line manager about your professional progress and learning goals, including how your role supports the Trust to deliver its objectives.

For more information visit:  
 [MWL Intranet - Appraisals](#)

## Development Opportunities

When you join us, you will have access to a wide range of learning and development opportunities. These are available for both clinical and non-clinical staff, whether you are settling into your role or ready to take the next step in your career. We will support you at whatever stage you are in your career, to ensure you get the most out of your role.

 [Click here for the development opportunities that are available for our staff](#)



The Trust's Clinical Education Team with newly qualified nurses beginning their Preceptorship journey.





# Staff Voice

## Freedom to Speak Up Guardians

We recognise the importance for our staff to feel safe and listened to. Our Freedom to Speak Up Guardians are available to all employees who wish to raise any concerns.

### Contact one of our Freedom to Speak Up Guardians



**Ann Marr**  
Chief Executive  
0151 430 1242  
raisingconcerns.chiefexecutive@sthk.nhs.uk



**Richard Fraser**  
Chairman  
0151 430 1242  
raisingconcerns.chairman@sthk.nhs.uk



**Rajesh Karimbath**  
Assistant Director of Patient Safety  
0151 430 1564  
raisingconcerns.quality@sthk.nhs.uk



**Dr Peter Williams**  
Medical Director  
0151 430 1242  
raisingconcerns.medicaldirector@sthk.nhs.uk

## Trade Unions

The Trust works in partnership with a number of Trade Unions, each of which have a national website that staff can find relevant information and support on. Staff Side union support is based at Nightingale House, Whiston Hospital and is open to staff who require one to one support.

## Staff Networks

The Trust supports a wide range of networks for staff to join, offering a place for staff to come together, express opinions and share experiences to help shape equality for staff.

- Armed Forces Network (Veterans, Reservists and Family Members)
- Building Abilities Network (Disability and Mental Health)
- Building a Multicultural Environment Network (BAME)
- Carers Network
- Menopause Network
- Proud Network (Lesbian, Gay, Bisexual & Trans) (LGBTQIA+)

For more information visit:  
[MWL- Intranet - Staff Networks](#)

## Staff Engagement

We recognise the importance of staff engagement by encouraging open, strong and effective relationships between leaders and staff. Our Trust uses an open management style that encourages staff to speak up, in an environment that values, recognises and nurtures talent through learning and development. We have numerous staff engagement tools including: staff friends and family tests, team talks and surveys (cultural & staff).

For more information visit:  
[MWL Intranet - Staff Engagement](#)





# Facilities

## Multi-Faith Prayer Room

The Trust recognises the importance of spiritual needs just as much as physical needs, and our Spiritual Care Department is committed to caring for the spiritual, pastoral and religious needs of staff. Our multi-faith prayer room (The Sanctuary) is available at both Whiston Hospital (located at Level 1, yellow zone) and St Helens Hospital (located at ground floor, orange zone). Click the link below for more information on what our Trust provides for spiritual care.

[MWL Intranet - Spiritual Care](#)

## Free NHS Wifi

Simply log in using your email address and password and sign up to our Free NHS WiFi available across all of our sites.

## Education, Training & Conference Centre

Our Education, Training and Conference Centre is a modern and comfortable learning environment for professionals, with state of the art educational facilities. The centre encompasses: 168 seat lecture theatre with twin HD presentation system, hearing loop, seven seminar rooms, four clinical skills rooms and two simulation suites.

## Food & Shops

Shop facilities are available at Whiston, St Helens and Newton hospitals. On-site restaurants are also available at Whiston and St Helens hospitals.

## Library

The Trust Library is based in Nightingale House, Whiston Hospital. Our library has relaxed seating areas for leisure reading, quiet study areas, computers and additional study areas with sockets for personal devices. The library also includes printing and toilet facilities, a drink machine and a friendly and welcoming enquiry library staff.

[MWL- Library & Knowledge Service](#)





# Recognition

## Employee of the Month

We recognise individuals who have gone beyond the call of duty and these individuals can be nominated for this award by their colleagues each month. All 12 individuals are put forward for the Employee of the Year Award at the Annual Staff Awards.

[MWL Intranet - Employee of the Month](#)

## Long Service Awards

We recognise staff that choose to have a long and successful career here with us. As a token of our appreciation, staff that complete over 25 and 40 years' service receive a certificate, commemorative badge and gift vouchers.

[MWL Intranet - Long Service Awards](#)

## Annual Staff Awards

The Annual Staff Awards is held each year to celebrate the incredible success of our staff and partners. It's the most anticipated night of the year, a glittering occasion that brings together staff from across the Trust, celebrities and VIPs.

[MWL Intranet - Annual Staff Awards](#)





# Financial

## NHS Pension

The NHS pension scheme is one of the most comprehensive and generous schemes available. Once you commence your employment, you will be automatically enrolled into the NHS Pension Scheme, if you are eligible.

[NHS Pension Scheme](#)

## Staff Discounts

Register for free on Health Service Discounts for amazing discounts! Your Trust ID badge will also get you discounts at our on-site restaurants, local shops and selected retailers. NHS workers also qualify for a Blue Light card which also offers amazing discounts.

[Health Service Discounts](#)

## Annual Leave

All full-time employees are entitled to 27 days of Annual Leave, which increases to 29 days after 5 years of service and 33 days after 10 years (Part-time staff receive a pro rata amount of annual leave). Plus Bank Holidays in addition!

[NHS Annual Leave Calculations \(nhspay.co.uk\)](#)

## Staff Lottery

Just £1 per number each month for entry in the weekly draws for a chance to win up to £500 and much more during Christmas and New Year! Follow the link for the entry form and return to 'Trust Lottery, Financial Accounts, Whiston Hospital'.

[MWL Intranet - Staff Lottery](#)

## Trust Bank

We offer our staff the opportunity to earn weekly pay through working additional shifts via our Trust Bank, with shifts available across all services and sites.

To join, contact:  
[Jointhebanknow@sthk.nhs.uk](mailto:Jointhebanknow@sthk.nhs.uk)

## Wage Stream

Wage stream is an app that allows those members of staff that work additional paid hours the ability to manage their earnings. Track your substantive enhancements (earnings for nights / weekends / bank holidays/ unsocial hours and paid overtime) in the app. This will give you average earnings throughout the pay period. You can draw against 50% of the average which will be deducted from the actual amount once paid via payroll at pay day.

[MWL Intranet - Wage Stream](#)





# Travel and Parking

## Staff Car Parks

We have 5 staff car parks available on-site at Whiston Hospital, with a 1/3 discounted rate available at Delph Lane car park. We also have on-site parking available at Jubilee Court, St Helens and Newton hospitals.

[MWL Intranet - Staff Car Parks](#)

## Shuttle Bus

A free shuttle bus service is available for all staff that require travel between Whiston and St Helens hospitals. Follow the link below for the shuttle bus timetable.

[MWL Intranet - Shuttle Bus Timetable](#)

## Arriva Bus Scheme

The Trust and Arriva have joined together to offer amazing savings on your Arriva bus travel. Follow the link to sign up for discounts on your daily commute.

<https://www.arrivabus.co.uk>

## Cycle to Work Scheme

The Trust offers a cycle to work scheme, where you can loan a bike and accessories from the Trust for an agreed length of time. The scheme works by exchanging a set amount of your salary each month, enabling you to make savings on income tax, national insurance and NHS pension contributions. Follow the link for more information, the Trust Scheme number is 409.

<https://vivupbenefits.co.uk/>

## Car Lease Scheme

The Trust works in partnership with Fleet Solutions, who offer the leading salary sacrifice car lease scheme for NHS staff. The scheme works by exchanging a set amount of your salary each month, enabling you to make savings on income tax, national insurance and NHS pension contributions. Follow the link for more information, the Trust Scheme number is 409.

<https://www.nhsfleetsolutions.co.uk/>





## Connect & follow us

**Mersey and West Lancashire Teaching Hospitals NHS Trust**



[www.facebook.com/mwlnhs](http://www.facebook.com/mwlnhs)



[@mwlnhs](http://www.twitter.com/mwlnhs)



[www.linkedin.com](http://www.linkedin.com) - Mersey and West Lancashire  
Teaching Hospitals NHS Trust



[www.instagram.com/MWL](http://www.instagram.com/MWL) NHS Recruitment



[www.youtube.com/sthknhs1](http://www.youtube.com/sthknhs1)

<https://sthk.merseywestlancs.nhs.uk/join-the-team>