



University Hospitals  
Bristol and Weston  
NHS Foundation Trust



# UHBW

# STAFF BENEFITS

We are  
supportive  
respectful  
innovative  
collaborative.

**We are UHBW**

# UHBW

# BENEFITS

University Hospitals Bristol NHS Foundation Trust is delighted to offer you a package of flexible benefits in addition to salary, NHS pension, annual leave and retirement options. With so much choice, we hope there is something to suit everyone.

We have included a snapshot below of all the key benefits you could be entitled to as a member of UH Bristol, which we have grouped into five categories, so anything you're specifically looking for should be easy to find.

# #TeamUHBW



# Read more to find out about:



**HEALTH AND WELLBEING**



**FINANCIAL SUPPORT**



**PROFESSIONAL DEVELOPMENT**



**FLEXIBLE WORKING**



**SUPPORT FOR EMPLOYEES**

**UHBW**  
**BENEFITS**



**HEALTH AND  
WELLBEING**

# HEALTH AND WELLBEING

## WORKPLACE WELLBEING

The Workplace Wellbeing offer is a free, confidential package of support that anyone from UHBW can access, whenever helpful. See the QR code find out more about the offer of support.

Yoga, running, singing, and more: Regular yoga sessions delivered by our Workplace Wellbeing Nurse; Trust Running Club; UHBW Choir

Health Checks: 1:1 health check; Menopause 1:1 Check-in; Smoking guidance; Men's health MOT

Physio Direct: fast-access physiotherapy support provided by Avon Partnership Occupational Health Service.

Employee Assistance Programme: 24/7 confidential in-the-moment support from accredited counsellors; 1:1 therapeutic support sessions; confidential support on a range of topics including finances, relationships, bullying, manager support, and other lifestyle concerns.

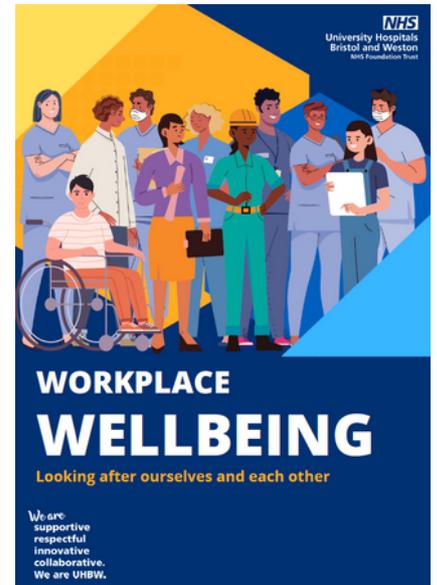
Occupational Health: 1:1 counselling sessions; weekday access to an Occupational Health Nurse Specialist regarding general and workplace queries.

1:1 Check-in: you can access a free, confidential 1:1 check-in appointment with one of the UHBW Clinical Psychologists. They can listen and explore evidence based strategies for managing difficult thoughts and feelings and, if needed, signpost you on to sources of further support.

Self-care guides: available for all employees, covering common issues identified by colleagues at UHBW. Topics include sleep, self-awareness, menopause, bullying, and grief.

eLearning Programme: we have created an in-house eLearning programme with three modules which talk through the basics of self-care, accessing support, and learning how to better manage stress.

Library and Knowledge Service: the libraries at Bristol and Weston are both a place of learning a quiet space to take a break away from everything. They have a large stock of wellbeing related books.



# PSYCHOLOGICAL WELLBEING

## HEALTH ASSURED

Employees get:

- A 24/7, 365 helpline, with calls answered by experienced in-house counsellors, legal and financial specialists
- Our Wisdom app and online personalised wellbeing content, including videos, webinars, mini health checks and health coaching
- Reporting analytics, management information and organisational benchmarking
- Specialist telephone and onsite critical incident and trauma support

The logo for 'health assured' features the word 'health' in a lowercase sans-serif font, followed by a small white smiley face icon, and then the word 'assured' in a similar font. The entire logo is set against a teal background.

## WELLBEING ADVOCATE NETWORK

The purpose of the Workplace Wellbeing Advocate (voluntary role) is to help communicate wellbeing options at the Trust, promoting healthy lifestyles and positive mental wellbeing.

Advocates are encouraged to put workplace wellbeing on their team meeting agenda and to update local colleagues of all workplace wellbeing activities. The Trust Workplace Wellbeing team will provide information and promotional materials as and when new initiatives become available and will offer each advocate continuous support, peer networking and learning opportunities. The Workplace Wellbeing Advocate is a voluntary role undertaken at the manager's discretion. The functions and actions do not replace the individual responsibilities as set out in the job description and other form of delegation.

## OCCUPATIONAL HEALTH

Our Occupational Health service can support all Bristol staff and managers with 1:1 counselling sessions. They also offer a wide range of Health at Work issues, and can provide independent advice on:

- The health of people at work
- The quality of the working environment
- Health risks of the workplace

Occupational Health operates between the hours of 8am-5pm Monday to Thursday and 8am-4.30pm on a Friday.

The logo for the NHS Avon and Wiltshire Mental Health Partnership NHS Trust. It features the NHS logo (a white cross on a blue background) above the text 'Avon and Wiltshire Mental Health Partnership' and 'NHS Trust' in a white sans-serif font, all on a blue background.





**FINANCIAL**

**SUPPORT**

# FINANCIAL SUPPORT



## BLUE LIGHT CARD

Blue Light Card provides those in the NHS, emergency services, social care sector and armed forces with discounts online and in-store. Blue Light Card also works with small and large companies across the UK to get involved in supporting the Blue Light community through offering our members discounts through Blue Light Card.

## MONEY HELPER SERVICE

Colleagues can access free and impartial money advice and guidance online or over the phone.



## UHBW LIBRARY KNOWLEDGE SERVICE

The Trust Library and Knowledge Service stock a wide range of health and wellbeing books to promote colleague wellbeing including titles relating to money management.





Track, manage and access your wages

Integrating with NHS Electronic Staff Record, Wagestream gives insights into how much you have earned so far in a month, allows you to pre-arrange savings and even lets you access a percentage of your wages before payday for a small administration cost of £1.75.

We hope that through Wagestream, colleagues will be afforded more confidence in their finances and a chance to deal with any unexpected bills or costs that may arise during the month and that cannot wait for payday. Learn more about how Wagestream can help you get the most out of your wages in the poster above.

### Wagestream BankPay

Available now to all monthly paid colleagues is Wagestream BankPay - work today, get paid tomorrow.

This is an additional iteration of Wagestream that can be accessed by switching to your bank assignment in the app, and allows colleagues to get paid for their day's work the same day they finish their shift\* at any time between paydays.

Though Wagestream is usually £1.75 to use, we will be making this free-to-use for the next few months. We hope this will create the maximum sense of reward from a hard day's work, and give you better control of your finances.



# HEALTH SERVICE DISCOUNTS

Whether you're giving your all on the frontline or in the back office, if you work in healthcare you can save with our huge range of NHS & healthcare discounts, money-saving deals and vouchers, including travel and holiday deals, top fashion discounts, money off electricals and homeware, through to deals on mobile phones, utilities, and an exclusive cashback card.

Your hard work should be rewarded. We're here to make sure you are.



## How many members do you have?

Our scheme is used by 1.7+ million members in the healthcare sector.

## How many brands do you work with?

We work with over 1.5k retailers!

## How does our scheme impact employee retention?

Members are 37% more likely than non-members to recommend their workplace to others.

## How much do our members save on average a year?

Our members annually save £2,262\* a year using our Health Service Discounts

## How do discounts help NHS & Healthcare staff?

91% of members say the discounts help them afford a higher quality of life.

## How do your members feel towards their sector?

46% of members feel loyal towards their role/sector due to their discount scheme access.

This figure increases to 54% amongst Prepaid Cashback Card members.





University Hospitals Bristol  
NHS Foundation Trust **NHS**

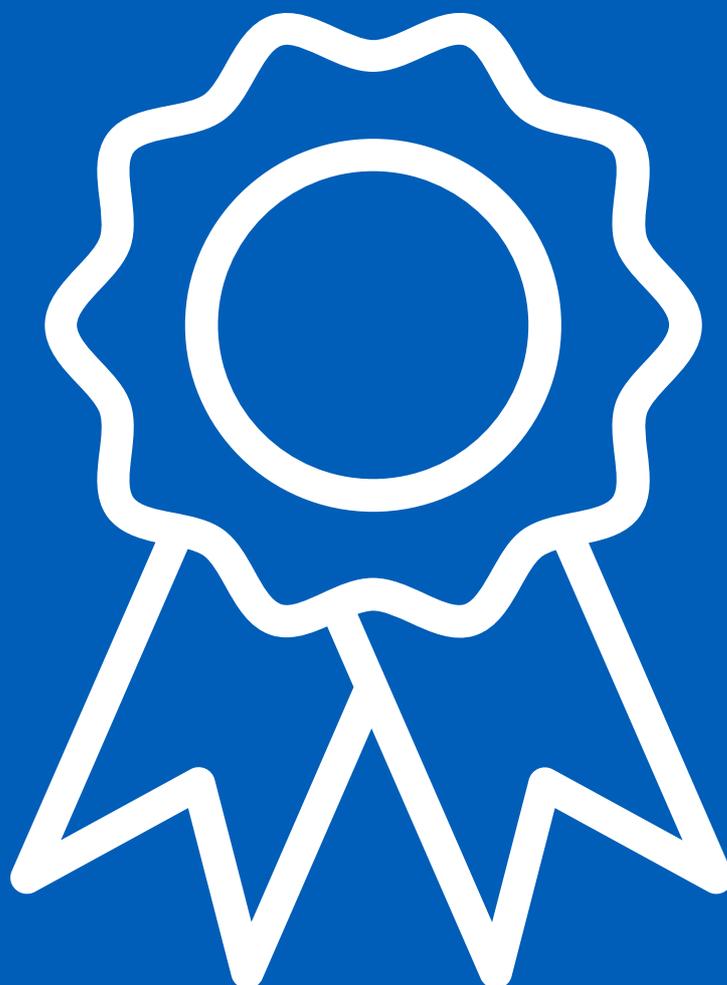
# Bristol Royal Hospital For Children

## Entrance

# Children's Emergency Department

Emergency Department ↑  
(Drop Off Only)

MAXIMUM HEIGHT 3.7m



**PROFESSIONAL**

**DEVELOPMENT**

# APPRENTICESHIPS AND WIDENING ENGAGEMENT

Apprenticeships are a great way to learn and earn on the job. UH Bristol and Weston provides a range of apprenticeships to support a huge number of career opportunities in clinical and non-clinical support services with apprenticeships starting at level 2 continuing through to level 7. As an organisation we encourage further development of all employees to progress upward within their chosen field

Widening engagement is part of a core strategy for the trust which benefits both the organisation and the local population. By supporting people from the local communities to return to a career in healthcare as well as by engaging with our young people, we are able to develop a workforce representative of the local area and patients, using diverse methods of recruitment and talent spotting.



# LEADING TOGETHER

'Leading Together', the leadership, management and coaching framework offer for UHBW provides our employees with programmes to support personal development and career progression at all levels. Our leadership development recognises that a Compassionate and Inclusive approach leads to better employee experience and healthcare outcomes for our patients. The Leadership, Management and Coaching team can support with Team Development, coaching and mentoring opportunities and signpost national and regional leadership development offers.

## 'Leading Together' Framework Offer

Leadership Journey	<b>Leading Self</b> (Everyone is a leader) <i>I lead myself</i>	<b>Leading Others</b> <i>I am progressing / lead a team</i>	<b>Leading Teams</b> <i>I lead teams who lead teams</i>	<b>Leading the Organisation &amp; Systems</b> <i>I am a senior leader</i>	<b>Executives</b>
	<b>The Compassionate &amp; Inclusive Leader Programme</b>				
UHBW	Induction Leading Self Modules (The Compassionate & Inclusive Colleague) Customer Service Programme Bridges TMP Team Development Coaching & Mentoring	Leading Others Bridges TMP Team Development Coaching & Mentoring UHBW Graduate Management Scheme	Leading Teams Team Development Coaching & Mentoring A3 & Patient First for Leaders	Leading the Organisation & System Clinical Leadership Prog. Team Development Coaching & Mentoring A3 & Patient First for Leaders	Team Development Coaching & Mentoring A3 & Patient First for Leaders
Apprenticeship	<b>Level 2 &amp; 3 Apprenticeships include:</b> Customer Service Specialist Business Administrator HR Support	<b>Level 3 -5 Apprenticeships include:</b> Operations / Departmental Manager Improvement Specialist Coaching professional	<b>Level 6 Apprenticeships include:</b> Chartered Management Degree Marketing Manager	<b>Level 7 Apprenticeships include:</b> Senior Leader Senior People Professional Systems Thinking Practitioner	Bespoke Development
National / Regional Programmes	Edward Jenner Learning hub e-learning BNSSG Growing Together Opportunities	Mary Seacole Learning hub e-learning BNSSG Growing Together Opportunities	Rosalind Franklin Learning hub e-learning Regional masterclasses BNSSG Growing Together Opportunities	Elizabeth Garrett Anderson Nya Bawa Exec. Director Pathway BNSSG Systems Leadership	



# CLINICAL SUPPORT

## PRACTICE DEVELOPMENT TEAM

The Practice Development Team provide a service dedicated to supporting clinical care excellence and quality training for clinical staff. The team provide training in clinical nursing skills and clinical skills for healthcare support workers. The Health care support workers team also provide a dedicated Induction program to support healthcare support workers in developing the competencies required for their role. They deliver the teaching and support to enable new staff to complete the Care Certificate.



## VIOLENCE AND AGGRESSION TRAINING

Prevention and management of Violence and Aggression (PMVA) - The Education Department leads the PMVA agenda through provision of training, now having three trainers accredited to a level recognised by BILD and the Restraint Reduction Network (RRN) standards. Corporate Education also provides input to Trust PMVA policies, particularly in sections related to training. Restraint training is the ultimate level of PMVA training required for some staff, but all staff can benefit from avoidance and de-escalation strategies, also now taught through education trainers.

## NURSING PRECEPTORSHIP

The preceptorship offer is available to all newly qualified Nurses, Nursing Associates and Allied Health Professionals and is delivered as a multi professional programme which is accredited by NHS England. The aim of the programme is to provide a structured programme that supports newly qualified practitioners as they make their transition into their first year of registered practice. The programme is delivered as a blended learning programme, which includes online learning modules, practice based learning, six progress days aligned to the core concepts within the preceptorship programme, including an introduction to quality improvement.



# SIMULATION CENTRE

Simulation education is an innovative, interactive education opportunity available to all staff and patients, across every role, background, profession, speciality and discipline within UHBW. Simulation Services team co-ordinate many different education programmes to support individual staff development, team roles, clinical and non-clinical guidelines and work with departments to meet the needs of staff and patients in an innovative and engaging way.



We are based in the Simulation Centre, on level 5 in the education centre and host a number of courses within our centre including faculty development and work experience sessions. We also run an active "point of care" simulation programme across all UHBW hospitals and sites, where we bring education to teams working in their own departments/wards/units/environment and are always happy to hear from new areas interested in bringing this opportunity to their team. Our focus is on patient safety, staff development and meeting the needs of staff and patients across the Trust.





**FLEXIBLE**

**WORKING**

# FLEXIBLE WORKING

## UHBW AGILE WORKING POLICY

We are committed to supporting you by offering a range of flexible working arrangements to help you balance the demands of work and home life.

Our People Strategy outlines our ambition that together we will make UHBW the best place to work. We seek to encourage conversations about working flexibly and to create a culture where flexible working options are available to all.

Looking at the results from the most recent NHS Staff Survey staff told us we need to do more for staff to help balance home and work life.

We have now refreshed our Flexible Working Policy please see the guidance, toolkits for line managers and colleagues below.



# UHBW STAFF BANK

The UHBW Bank is an integral part of UHBW hospital and recognises that people often want to work flexible days and hours. Working on the Bank helps to support our wards and deliver high standards of care to our patients. UHBW Bank is available for people that are looking for development opportunities and flexible working patterns so they can create a career that works for them. At UHBW Bank we employ a variety of staff groups, from Nurses, Porters, Clerical staff and Cleaners, medical and dental and support services. There's a role for everyone at UHBW Bank.



Our jobs are listed on the UHBW careers page, and you can apply via the roles and links. Once you have submitted an application, you may then be shortlisted and offered and interview, either face to face or via an online platform.

Once on UHBW Bank you can look for work from home, using our on-line booking system. The benefit of this is if you want to work tomorrow, next week or next month you can simply look for shifts regardless if it's in the middle of the night or during the day - our systems are ready and waiting to help you find work at the time that suits you!





**SUPPORT FOR**

**EMPLOYEES**

# STAFF NETWORKS

We recognise that the passionate and dedicated people who work for us are our greatest asset. Staff networks offer a safe place for under-represented and disadvantaged individuals or groups to come together and share experiences, discuss and support career and personal development opportunities and also help change organisational culture to be more inclusive.

Our staff networks are available for all employees to join and become a part of an inclusive network.

## ABLE+ Staff Network



ABLE+ network

ABLE+ is the Trust's Staff Network for staff with both hidden and physical disabilities and health conditions. It provides an opportunity to meet with colleagues, share ideas and network in a safe environment. ABLE+ will also consult on changing the culture of the Trust and provide views on how it can best deliver services to the ABLE+ community.



LGBTQIA+ Network

## LGBTQIA+ Staff Network

The network is a safe space for Lesbian, Gay, Bisexual and Transgender members of Trust staff and supporters within UHBW to discuss LGBT+ related issues within the organisation.



Women's network

## Women's Staff Network

The women's network is in the early stages of development and is committed to providing women a forum to discuss the issues that are important to them. Possible future focus topics and projects include: menopause, stories from influential women, gender pay gap, event celebrations such as international women's day, development opportunities and imposter syndrome. You could identify as female or be an ally or interested party. Everyone is welcome.



Race Equality & Inclusion network

## Race Equality & Inclusion Staff Network

The Race Equality & Inclusion staff network (REIN) is a group of UHBW staff from multi-disciplinary backgrounds across the Trust. The Network is open to all Black, Asian and Minority Ethnic workers within UHBW and we also partner with other groups and staff members to develop best practice and work collaboratively within the hospital and externally.

# RECOGNISING SUCCESS

The annual awards play a key role in the annual recognition cycle and should be a celebration of our people, teams, and services, sharing our success and achievements together. Taking pride and celebrating our expertise and hard work is crucial in individuals', teams, and services feeling valued and respected by their colleagues and organisation.

A celebration event is held in April each year in recognition of the anniversary of the creation of UHBW. The event celebrates both the recognition awards and those colleagues who have reached their career milestones of 30/40/50 years' continuous NHS service.



## RECOGNISING AND APPRECIATING YOU

Recognition of our colleagues at work is an important part of growing an organisation where all colleagues feel valued and recognised for their contribution, taking pride in our achievements, whilst providing an opportunity to acknowledge the success and achievements of others. Recognition extends from the morning greeting 'hello', to recognising milestone service and retirement contributions.

**NHS**  
University Hospitals  
Bristol and Weston  
NHS Foundation Trust

## RECOGNISING AND APPRECIATING YOU

Valuing and recognising our colleagues for their contribution and taking pride in our achievements

We are supportive, respectful, innovative, collaborative. We are UHBW.

Find out more on the Staff Recognition page on HRWeb.  
Contact us: [OrganisationalDevelopment@uhbw.nhs.uk](mailto:OrganisationalDevelopment@uhbw.nhs.uk)

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