



Employee Benefits



EMPLOYEE BENEFITS

NHS Pension Scheme

The 2015 NHS Pension scheme is a 'CARE' arrangement which stands for **C**areer **A**verage **R**evalued **E**arnings. A member's pension is based on their pensionable pay across their entire NHS career from 1 April 2015, guaranteeing a certain level of benefit at retirement according to a fixed formula.

The 1995 and 2008 sections of the pension scheme are still available for members to continue membership through protection arrangements, providing a benefit pension based on final salary (or career average pay for GPs, General Dental Practitioners and Ophthalmic Medical Practitioners).

Annual Leave and Bank Holidays

The annual leave year is from 1 April to 31 March and the table below provides an example of what annual leave you will be entitled to dependent upon your length of service (leave is pro rata for part time workers)

Length of service	Annual Leave	Calculated in Hours
On appointment	27 days	202.5
After 5 years' service	29 days	217.5
After 10 years' service	33 days	247.5

In addition to annual leave, employees are entitled to 8 paid Bank Holidays (pro rata for part time workers).

Flexible Working and Family Friendly Policies

The Trust supports employees to achieve a better balance between work and other priorities, such as caring responsibilities, leisure activities, further learning and other interests. The Trust is committed to agreeing flexible working arrangements and recognises the need to assist staff in achieving a work-life balance through offering employment packages which embrace the principles of flexible working.

Staff Awards

CCC Staff Awards recognise achievements both big and small from across the organisation for clinical and non-clinical staff, and volunteers. Nominations may be made by other members of staff or by patients within the Trust.



Eye Care Vouchers

As the use of computers and other display screen equipment in the workplace is now commonplace throughout the health service, the Trust has brought in an eye care voucher scheme. The voucher will allow employees to have an eye test and, if necessary, choose a pair of glasses from the optician's budget range. If the employee already wears glasses and it is deemed that the user needs glasses for VDU-use only, and they meet the criteria, they would be also be entitled to use this voucher scheme

Medicash

Medicash reward is a corporate health plan from one of the UK's leading corporate health cash plan specialists. Medicash provides a tangible, value for money benefit for the following:

- Dental and optical care
- Consultations
- Workplace health screening
- 24-hour stress helpline with additional, face to face counselling
- Alternative and complimentary therapies.

Further information can be found at www.medicash.org

Health Service Discounts

This membership and benefits system is exclusive to NHS employees and these discounts can be passed on to family and friends. Offering great deals, savings, offers and more on:

- Gas and electric bills
- Insurance
- Holiday and travel
- Leisure activities
- Shopping



Clatterbridge Cancer Centre are able to provide an additional number of Employee Benefits through our partner Vivup. There are a number of different schemes available that help our employees with physical, financial and mental health wellbeing.

Current schemes include*:



Employee Assistance Provision (EAP) specialises in supporting employees within the workplace and understanding the pressures and challenges staff can face at certain points in our lives such as difficult life situations, physical illness and relationships. Services include; telephone helpline, face to face counselling and on line guidance.

Gym Membership scheme allows employees to enjoy discounted gym membership at over 3,000 participating clubs.

Home Electronics Scheme allows our employees to access latest technology in a more affordable way. You will be able to save up to 12-20% through the scheme on a range of products provided from a UK Leading Technology Retailer. You can browse on line and have your order delivered to your home address. You simply order your products and pay monthly through your salary for an agreed length of time.

Cycle to Work Scheme allows staff to save up to 30% on the latest bicycles and accessories. All you will need to do is visit a local participating bike shop to select any brand of bike or accessory, or browse and order products through the Vivup Portal.

Holiday Scheme will allow staff to spread the cost of the holiday through their salary by purchasing a TUI holiday voucher

Car Scheme in association with Tusker, staff can spread the cost of a new car the affordable way via monthly salary reductions. Staff can choose from a huge range of cars available .

Staff Loans are available to support staff with improving their financial wellbeing. With options to use the financial planning education and management tools.

Lease Cars scheme is available through our partner Tusker, this enables employees to lease a brand new car, complete with insurance, road tax, breakdown cover, servicing and tyres.

**online schemes can change throughout the year*