



Employee Benefits and Rewards

The Trust is looking for employees who aspire to excellence, share our values and can play a crucial role in our on-going achievements.

The Trust offers a stimulating and dynamic working environment, with a wide range of staff benefits and learning and development opportunities

Annual Leave

Excellent annual leave entitlement: 27 days, rising to 29 after 5 years' NHS service and rising to 33 after 10 years' service.

NHS Pension

Attractive package of pension benefits fully protected against inflation and guaranteed by the government. See the NHS Pensions website for further details

Occupational Health and Wellbeing Centre (OHWBS)

The OHWBS provides a comprehensive service to staff and has Safe & Effective Occupational Health Services (SEQOHS) accreditation which is a key quality standard demanded of all NHS OH Services and evidences that policies, protocols and practices are compliant with NICE guidance. Services currently available to staff include:

- Pre-placement health screening
- Occupational vaccinations as part of the health surveillance programme
- Seasonal flu vaccinations
- Various other initiatives to support staff that have ongoing health problems which may affect their fitness to maintain attendance and wellbeing at work

Salary Sacrifice Schemes

Buying and Selling Annual Leave

Eligible staff can buy and sell up to five days holidays a year, providing flexibility when you need it and helping to promote a good work life balance.

Child Care Vouchers

Childcare Vouchers are a tax and national insurance efficient way of paying for registered childcare as the amount received in Childcare Vouchers is exempt from tax and NI contributions. For more information visit <https://www.fideliti.co.uk/>

Childcare Facilities

The Trust has an agreement with a privately run nursery Sunflower Day Nursery in Deansley and all NHS employees are able to obtain a 5% discount

Technology Benefits Scheme

The Trust runs the technology benefits scheme periodically allowing staff the opportunity to purchase a variety of technical items and to pay monthly and benefit from reduced income tax, national insurance and NHS pension contributions.

Salary Sacrifice Car Scheme

The scheme is a tax efficient way for you to have a brand new, fully insured and maintained car at a cost lower than they could achieve in the retail market. You can choose to sacrifice some of your salary for the benefit, and as salary is sacrificed before tax and National Insurance contributions are taken, it means that you save money on getting a new car.

Other Benefits

Cycle to Work

The cycle to work scheme is a tax-free benefit that allows staff to buy bikes and other cyclist equipment, on the understanding that it is to be used mainly to get to and from work or for work related purposes.

Under the scheme the Trust provides employees with a bicycle for up to a maximum value of £1000. In return employees agree to a monthly reduction in their gross salary for the use of the bicycle.

The scheme is one of the travel initiatives that the Trust introduced to promote healthier journeys to work, help raise awareness of the impact of travel decision to the environment and offer viable alternatives.

Staff Travel Card Scheme

The staff travel card scheme allows employees the opportunity to purchase a discounted annual travel card.

Wolverhampton Car Share

Wolverhampton Car Share is a free service helping to link people travelling similar routes to share lifts together. To register visit www.wolverhamptoncarshare.net

Exclusive Staff Offers

As an NHS employee, you have the opportunity to make use of numerous discounts perks and cashback offers:

Birmingham Hospital Saturday Fund (BHSF)

Birmingham Hospital Saturday Fund (BHSF) corporate health cash plan is a health plan and an excellent way to manage the cost of your everyday healthcare; you pay a small monthly premium and you can claim back on dental, optical and therapy treatments plus much more. There are 4 levels of cover to choose from, with immediate cover for Trust employees.

Pay care

A way to reclaim money spent on everyday Healthcare

Pay care is a great way to recover money spent on essential healthcare costs and gain access to invaluable health and wellbeing services. Whatever you spend 100% will be refunded up to an annual limit for each benefit.

The Blue Light Card

The Blue Light Card is a discount card available to all NHS staff and gives you access to over 150 internet discounts, 300 cash back offers and 60 high street discounts. The cost is £4.99 for a 5-year membership for the high street card.

Healthcare Staff Benefits

Exclusive discounts have been negotiated for Trust employees with Local and National companies.

Health Service Discounts

Formerly NHS Discounts, Health Service Discounts provide NHS employees, their family and friends with exclusive discounts, brilliant deals and money-saving offers. It's free to join and free to access fantastic deals and exclusive discounts. Simply register for cashback offers, discount offers, voucher codes and a whole range of benefits.

Red Guava

NHS Staff have access to a range of discounts, offers and great deals.

Royal Wolverhampton NHS Trust Theatre Club - Offers

The Royal Wolverhampton NHS Trust Theatre Club is a special service to help book London theatre tickets and save money. Westendtheatre.com is one of the UK's premiere websites offering discounts and Special offers to a wealth of West End musicals and plays. Visit www.westendtheatre.com/wolverhampton for more information.

Wolverhampton Swimming and Fitness Centre

A 15% discount is available to NHS staff opting for a 3 month rolling contract.

Partnership Working

We work in partnership with representatives from all the recognized Trade Unions. Being a member of a union gives you a huge range of benefits including:

- Protection and representation at work
- Health and safety guidance and support
- Confidential welfare services for you and your dependents in difficult times
- Legal services including free help with work problems and support for you and your family.

Catering Facilities

The Trust has a number of catering facilities located across the site including: Food for Thought – WMI Restaurant, North Lobby Café in the Heart and Lung Centre and capo@Eastside located by the Emergency Department.