

Benefits for AWP Staff

Avon & Wiltshire Mental Health Partnership NHS Trust (AWP) is delighted to offer its employees and workers a wide range of staff benefits. Here is a snapshot of the benefits available.

Health Service Discounts



Go to www.healthservicediscounts.com and register for weekly updates on the discounts available to NHS staff. Discounts vary and include up to 50% off Dominos pizza if you collect your order from the shop and show your ID Badge (check at point of ordering), 20% off at Nandos when you show your NHS ID Badge at the checkout, 10% on any order at Starbucks, discounts on AA and RAC cover, various discounts on holidays, insurance and utility bills. You can also get a Health Service Discounts Card (reloadable) giving 3% cashback at Sainsburys, 2.5% cashback at ASDA and 5% cashback at leading retailers. See site for details.

My Trust Benefits



This site is just for AWP staff and members. Offering special “hot deals”, local shop discounts in our areas as well as reloadable cards and seasonal retailer discounts. The great thing about this is that the retailer commission is shared with our Trust so we can use the earnings for staff and service users. Register for weekly updates on www.mytrustbenefits.co.uk Discounts include 4% reloadable shopping card for ASDA, Sainsburys, iTunes, 5% reloadable shopping card for Argos, M&S, B&Q, Boots. You can also get cashback deals at many shops including Starbucks, Gap, Superdrug, discounts on eating out such as Café Nero, Bella Italia, Nandos, Pizza Hut, Café Rouge via reloadable discount cards, gift cards or printable vouchers.

Buy a Bike



We are the first Trust to team up with Giant bikes to offer our staff a 12.5% discount. After one year of service, you can buy a Giant bike and pay for it with 10 monthly instalments from your salary, interest free subject to terms and conditions. Giant offer bikes in every range and you can buy a bike for your partner or children. Search [Buy A Bike](#) on Ourspace for details.

Childcare Vouchers



These can be used to pay for any registered childcare including holiday play schemes for school age children up to 16. Both parents can claim up to £55 per week. Search [Child Care Vouchers](#) on Ourspace for further information.

Discounted Bus Travel



We have signed up to the Corporate Travel Scheme (CTS) with First Bus, the local bus operator. Discounted monthly and annual bus tickets are available for certain routes. For more information or, to order a ticket, call the CTP Hotline on 0844 8542569, Monday to Friday, 9am to 5pm. Please quote the Trust's name and have your payroll number to hand.

Gym Discounts



We have negotiated gym discounts with the major local authority and private gyms in the AWP area. Search [Gym Discounts](#) on Ourspace for details.



Eye Tests

If you use a computer at work you may be entitled to a free eye test. You may also be able to access a contribution of up to £65 on the cost of glasses. Search [Eyesight Testing](#) on Ourspace for details.



Blue Light Card

£1 a year or £4.99 for 5 years buys you a discount card you can show at high street retailers and on-line. No need to pre-load with cash Blue Light is a discount card just for NHS and other Emergency services. Find out more at www.bluecard.co.uk

Microsoft Home User Program Software

As an AWP employee, you can buy the latest Microsoft office software from our Home User Agreement for a one-off payment of £9.95.

Salary Sacrifice Schemes

These schemes enable you to purchase goods at lower prices whilst saving tax and national insurance and paying monthly in small amounts. The current scheme using Let's Connect enables you to buy latest technology for the home such as iPads, PCs Smart TVs and Smartphones. We are shortly launching a car lease scheme and cycle to work.



Pension

The Trust contributes 14% to your pension scheme if you remain opted into the NHS Pension scheme. The 2015 NHS Pension Scheme is a **Career Average Revalued Earnings (CARE) scheme**. This is a form of defined benefit pension scheme, which means you get a guaranteed level of benefit at retirement payable according to a fixed formula.

Occupational Health



People Asset Management (known as PAM) provide our occupational health service. This includes pre-employment medical clearance, immunisations for front line staff, needlestick support and a Bullying and Harassment Helpline.

You can also access 9,000 pages of health advice via the OHIO system and the Compass Wellbeing Magazine including health recipes, exercises and articles. Search [Occupational Health Service](#) on Ourspace.



Employee Assistance Programme - Counselling

You can access free and confidential telephone counselling 24 hours a day, 365 days a year. PAM can offer advice and support on every day personal issues as well as work related.

Face to face counselling is also available following a management referral. Physiotherapy is also available following a management referral. For details, please speak to your line manager or search [PAM Assist](#) on Ourspace.





Health and Wellbeing

Your health and wellbeing are important as working in mental health is rewarding but can also be stressful. People that choose the caring professions often focus on others and we encourage you to look after your wellbeing and support you in this. We offer a wealth of information and resources to support your physical and mental health which you can access in work time. We encourage our staff to take breaks at work, join walking clubs and exercise classes using rooms on our sites and we have set up mindfulness sessions for staff across the Trust.

As a member of the Workplace Wellbeing Charter, all our policies and practices take account of staff wellbeing. We can help you stay in work with reasonable adjustments or offer extra time for family emergencies. For more information, search [Health and Wellbeing](#) on Ourspace.



Flu Vaccinations

The Trust offers free flu vaccinations once a year for staff at clinics across the Trust to protect you, your family and your patients. Search [Flu](#) on Ourspace for details.



Annual Leave

One of the most generous annual leave allowances available, we offer 27 days when you start work and this rises up to 33 days annual leave with service for non-medical substantive and fixed term contract staff (pro rata for part-time staff). For details, search [Annual Leave](#) on Ourspace.



Flexible Working

The Trust may be able to support flexible working such as flexible full time working, flexible part time working, job share, term-time only, compressed weeks or fortnights, annualised hours. Search [Flexible Working](#) on Ourspace for further information or speak to your line manager.



Staff and Long Service Awards

The Trust recognises long service and staff excellence. Staff are able to nominate colleagues for a range of awards culminating in an awards ceremony each year. Search [Staff Awards](#) on Ourspace.

Appraisal and supervision

We are always reviewing our processes to develop our staff and support them to get the most out of their work. You will receive regular feedback and development through our appraisal and supervision processes and your objectives will be aligned with the Trust purpose and aims.

Career Progression

We have several initiatives to support career progression such as rotational posts to gain experience across a wide range of services; clinical apprenticeships and access to nurse training and leadership development programmes.

Secondments

AWP regularly supports opportunities for Trust employees to undertake secondments as part of their development, both inside the Trust and with other organisations. The Trust has recently supported a six month secondment for one of its senior nurses to Devon Partnership Trust.





The HIVE

The [HIVE](#) is a tool to guide your ongoing personal and professional development giving you access to information on coaching, professional development, leadership and team working, occupational health and wellbeing. All these things will help you get more satisfaction out of your job, develop your knowledge and skills and stay well at work.



MLE – Managed Learning Environment

As an AWP employee or worker, you can access your statutory and mandatory training and information on eLearning and classroom based training courses via the Managed Learning Environment (MLE). You can also use the MLE to book courses and keep track of your learning. Search [MLE](#) on Ourspace.

Core Skills



Training pathways are now available for most clinical roles across the Trust and more are being added. The pathways show you the statutory and mandatory training you must do, key training to help you develop the skills you need in your role and continuing professional development opportunities. More information is available via the HIVE or by searching [Core Skills](#) on Ourspace.

Coaching and Mentoring



As an AWP employee or worker, you can further your development by accessing support from other AWP staff who are trained coaches. More information is available via the HIVE or by searching [coaching](#) on Ourspace.

Leadership Programmes

AWP and the University of the West of England (UWE) have designed an accredited leadership and management programme (ILM5 Leadership) to help equip managers with the knowledge, skills and insight to deliver their role competently and with confidence. More information is available via the HIVE or by searching [Leadership Programmes](#) on Ourspace.

Preceptorship



The Trust is committed to providing preceptorship for newly registered practitioners and expects all employees to contribute to the support of staff under preceptorship. All preceptorship programmes are structured to develop the skills, knowledge and capability of the newly registered practitioner and strengthen their professional confidence. More information is available via the HIVE or by searching [Preceptorship](#) on Ourspace.

AWP School for Health & Care Radicals

The AWP School for Radicals is an online platform where you can harness your ideas, inspire change and learn with others, using powerful, guided learning which qualifies for Continuing Professional Development points. Supported by the School for Health and Care Radicals (SHCR) and NHS Improving Quality, the school is based entirely online and is completely free. Search [Health & Care Radicals](#) on Ourspace for details.

AWP Recruitment Team

Bath NHS House, Newbridge Hill, Bath, BA1 3QE

T: 01225 731510

E: awp.recruitment@nhs.net www.awp.nhs.uk

