

## #JOINTEAMELIOT

### Why choose us?

At George Eliot Hospital people from all kinds of professions work together to deliver excellent patient care. You will be working with devoted and caring individuals who bring their passion, commitment and expertise to George Eliot and enjoy the opportunities to make a difference to peoples' lives every day.

In return, you'll join a family, build great friendships, and be given the support you need to unlock your talent and fulfil your potential.

### Our Vision and Values

Our vision is to **Excel** at patient care.

To help us achieve this, we are a Trust that is underpinned by strong values, developed in consultation with our staff:

**E**ffective open communication  
**E**xcellence and safety in everything we do  
**C**hallenge but support  
**E**xpect respect and dignity  
**L**ocal health that inspires confidence

### Working with Exceptional Colleagues

At George Eliot you'll be surrounded by an extraordinary team of supportive colleagues who are always on hand to help you. Their expertise, ability to infuse energy, commitment and passion will continuously inspire you. Their support will give you assurance and a sense of teamwork that will help you to reach the heights of your capabilities.



Colleagues recognised for living our values can be nominated to receive an IEXCEL award.



Staff, patients and carers can nominate someone who they feel and believe has demonstrated leading with compassion.



The Team Eliot Awards have been created to celebrate the dedication and outstanding contribution of our workforce.

## Long Service Awards

High standards and quality of the services is dependent on the contribution, effort and loyalty of the staff. As such, this is an opportunity for the organisation to demonstrate that the contribution employees have made to the organisation and the NHS is valued. 20, 30 and 40 years' service are acknowledged and celebrated.

## Benefits

### Paid annual leave and bank holidays

When you start working for the NHS you receive the following annual leave, pro-rata, plus 8 bank holidays pro rata:

- On appointment to NHS – 27 days pro rata
- After 5 Years NHS Service – 29 days pro rata
- After 10 Years NHS Service – 33 days pro rata



### Buying and Selling Annual Leave

There is the opportunity for employees to buy up to two weeks annual leave. Employees may also sell annual leave provided they take the required 5.6 weeks inclusive of bank holidays.

### NHS Pension Scheme

The NHS Pension Scheme is still one of the most generous and comprehensive in the UK.

The employer contribution rate for 2016/17 to 2018/19 is 14.3 per cent of pensionable pay for both the 1995-2008 Scheme and the 2015 Scheme.

## **Cycle to Work Scheme**

Subject to satisfying eligibility criteria employees can access the cycle to work scheme. This enables employees to get a brand new bicycle at a discounted rate and benefit from tax and national insurance savings by paying for it through their salary.

## **Willow Brooke On-site Day Nursery**

Willow Brooke Day Nursery (privately owned) is situated on George Eliot Hospital Premises. The Nursery is registered with OFSTED to provide for 64 children on a full and part time basis. It is open 7am-6pm Mon-Fri, 52 weeks of the year. They do close on some bank holidays. NHS discount is 8% for all Hospital staff with a 10% discount for twins/siblings.

## **Tickers Gym**

Employees can enjoy an on-site gym which includes a one-off joining fee and low monthly membership payments.

## **Learning & Development**

The Trust supports a learning culture and encourages all staff to undertake appropriate education and development opportunities which include in-house and external courses, conferences and study leave. In addition all staff receive regular supervision, a personal development plan and an annual appraisal.

**Other Benefits include but are not limited to:**

**Equality and Diversity**

**Subsidised on-site Car Parking**

**Staff lottery**

**Smoke free Site**

**Alcohol and Smoking Cessation support**

**Walk 4 life – smile mile walk**

**Flexible working**

**Locally agreed NHS discounts**

**Discounted on-site restaurant**

**On-site fitness classes**

**Flu vaccination scheme**

Library and Information Service including library book vending machine

Opportunities to join recognised trade unions

Occupational Health Services and support

Chaplaincy and Spiritual Care Team including multi-faith prayer room

Well to excel days

Eye tests reimbursed for DSE users

Leadership development opportunities

On-site bus stop

Learning and development opportunities

Rotational opportunities for nurses

Tranquillity courtyard providing a furnished area for quiet time and reflection

External Benefits – Free to join

[www.nhsstaffbenefits.co.uk](http://www.nhsstaffbenefits.co.uk)

[www.psdiscounts.com](http://www.psdiscounts.com)

[www.healthservicediscounts.com](http://www.healthservicediscounts.com)