



Leeds and York Partnership  
NHS Foundation Trust



## Healthcare Support Worker Benefits Package

**T**ogether we are stronger

## We are LYPFT. We are stronger together

At LYPFT, we strive to provide high-quality mental health and learning disability services as an employer of choice.

We can only achieve this by putting our staff and the people using our services at the centre of everything we do. This starts with the people we employ. We recruit based on values and believe lived experience is an advantage. We look for potential, not perfection, and this means that together we are as diverse as the communities we care for.

**Simply** put, we seek out people who **care**, act with **integrity** and have the right skills. We want to add to our incredible staff, students and volunteers who share these principles, with people like you, who find empathy comes easily and who treat everyone with respect without thinking.

Only when we know this reflects you, do we check your skills and experience to find you the perfect role. By recruiting in this way, not only can we give more people the opportunity to help those living with mental health challenges, learning disabilities and neurodiversity, but we can also help more people use their natural strengths to feel purposeful, happy and valued in every aspect of their role at LYPFT.

## About the benefits

When you join LYPFT, you become part of a team, which will help you grow your career in the NHS and support you on the way. We offer a range of benefits and the chance to make a genuine difference in the lives of people with mental health conditions or learning disabilities.

## What's great about the Trust?

### Welcome to your future at Leeds and York Partnership NHS Foundation Trust.

We employ around 4,000 colleagues, and every year we have contact with over 25,000 service users. Our vision is to provide outstanding mental health and learning disability services as an employer of choice. Our ambition is to support our service users and carers, our colleagues and the communities we serve to live healthy and fulfilling lives. We need people like you to help us achieve our goals, live our lives free from stigma and discrimination, and improve the lives of people with learning disabilities and mental ill-health.

### Our values are integrity, simplicity, caring. They are integral to how we go about our business.

If successful at interview, we will provide you with an extensive induction and you will receive ongoing development to support you in your role and achieving your career ambitions.

## What are the benefits?

|                                       |                                                                                                                                                                                                                                                                                                                                         |
|---------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Salary:</b>                        | <p><a href="#">Agenda for Change</a> relevant for the post band you have applied for.</p> <p>Usually starting at the minimum and progressing on an incremental scale or in accordance with <a href="#">Agenda for Change</a> for existing NHS employees.</p>                                                                            |
| <b>Leave:</b>                         | 27 days as standard rising to 33 days with 10 years' service* plus bank holidays. Pro rata if part-time                                                                                                                                                                                                                                 |
| <b>Pension:</b>                       | <p>The NHS Pension Scheme is a defined benefit scheme (not dependent on investment returns).</p> <p>Further details and outline of benefits can be found at: <a href="http://www.nhsbsa.nhs.uk/nhs-pensions">www.nhsbsa.nhs.uk/nhs-pensions</a></p>                                                                                     |
| <b>Guaranteed Interview Scheme*:</b>  | For Armed Forces Veterans, Reservists, Cadet Force Adult Volunteers and Spouses/Partners and those with a disability. *You will need to meet the minimum criteria for the post.                                                                                                                                                         |
| <b>Health &amp; Wellbeing:</b>        | Our top priority is staff health and well-being – you'll benefit from our fantastic support schemes, including our dedicated staff <a href="#">physiotherapist and Occupational Health Team</a> .                                                                                                                                       |
| <b>Work-Life Balance:</b>             | <p>We have a range of policies in place to support colleagues in achieving a healthy work-life balance.</p> <p>We offer a range of options to help with this including part-time hours or job share. Our colleagues are supported with breaks when needed such as career breaks, study leave, compassionate leave and annual leave.</p> |
| <b>Employee Assistance Programme:</b> | The Employee Assistance Programme is available 24 hours a day, 7 days a week providing colleagues with access telephone and face to face counselling and advice on a range of subjects.                                                                                                                                                 |

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| <b>Family and carer-friendly work policies:</b>     | If you are a carer or look after children.                                                                                                                                                                                                                                                                                                                                                   |
| <b>Car lease scheme:</b>                            | We offer a salary sacrifice lease car scheme where you benefit from tax and national insurance savings by paying for your car through your salary.                                                                                                                                                                                                                                           |
| <b>Health Service Discounts and Blue Light Card</b> | Health Service Discounts is the official NHS employee benefit provider. It offers discounts on shopping, finances, and holidays. With Blue Light Card you can save online with thousands of retailers and venues via their website or mobile app or receive high street discounts available through an optional physical Blue Light Card that can be used in stores, restaurants, and venues |

## What other opportunities are available to me

We are committed to your training and development from day one. When you join, your manager will welcome you and discuss your future needs and the opportunities available to you.

We have our very own Talent Framework which includes a new Personal Development Review process which including a Career Conversation and support for every colleague to discuss their aspirations to help them be the best they can be.

The Talent Development Framework commits to ensuring all our colleagues have access to information about development opportunities, the funding available and the process for applying.

## Other useful information

Part-time and flexible working will be considered. If you would like this to be considered, please indicate this on your application form.

We are a Disability Confident employer and are committed to making reasonable adjustments for people with disabilities, please contact the Recruitment team to discuss your reasonable adjustment request.

If you are successful, you will be issued with a contract of employment and a full Job Description and Person Specification as part of your induction.