

# Employee Benefits

We're delighted to offer NHS National Services Scotland (NSS) employees an attractive benefits package.

This brochure provides a selection of benefits available to you, including flexible working practices, discounts and vouchers and resources to support healthy working lives.



# Supporting Work Life Balance & Enhanced Family Support

We understand how important it is to balance work life with home life and are proud to have a number of policies in place which support achievement of a blend of the two.



## Occupational Maternity Leave

Our occupational maternity leave package includes 8 weeks full pay, 18 weeks half pay, 13 weeks statutory and 13 weeks unpaid. Criteria apply.

## Career Break

A request can be made by employees with 12 months NSS continuous service. Criteria apply.

## Enhanced Annual Leave

is available, increasing as your service with NHS continues.

## Shared Parental Leave

Share the care of your child in the first year following birth or adoption. Criteria apply.

## Adoption Leave

Occupational adoption leave is made up of 8 weeks' full pay, 18 weeks half pay, 13 weeks statutory and 13 weeks' unpaid leave. Criteria apply.

## Parental Leave

Parents may be able to receive paid Parental leave - 4 weeks paid leave before child's 14th birthday. Criteria apply.

## Maternity Support (Paternity) Leave

Ordinary paternity leave entitlement is 2 weeks paid leave to be taken within 8 weeks of the baby's birth. Additional unpaid paternity leave of 2 to 26 weeks is available from 20 weeks after the baby is born. Criteria apply.

## Enhanced Occupational Sick Pay

package which increases along with length of service. Criteria apply.

## Flexi Time

is available to support your work/life balance. Some exceptions may apply.

## Hybrid Working

may be available, depending on the requirements of your role.

NSS supports employees who are members of or wish to join the **Volunteer Reserve**

# Employee Assistance Programme

HELP | Employee Assistance



Emotional, health and social problems can affect many of us from time to time. They can cause great personal distress and affect our quality of life, both at home and at work. The Employee Assistance Programme (EAP) provides professional support and guidance for employees and immediate family experiencing such issues.

The EAP can also provide a counselling service and career coaching sessions.

# Learning and Development



A wide range of learning and organisational development opportunities are available. These include job-related learning pathways, formal qualifications and team development events. Please also speak to your line manager for support in achieving your career goals and developmental needs.

# Recognition Framework

Recognising the contribution and efforts of our colleagues is very important at NSS and we have a framework in place to recognise this.

## Excellence Awards

Recognising the outstanding achievements of staff who often go the extra mile.

## Long Service Awards

NHS service of more than 20 years is celebrated by NSS.



## Thank You Cards

Acknowledge your appreciation to your NSS colleagues.

# Discounts and Vouchers

Become a Savvy Saver and enjoy discounts and savings on the essentials.



## NHS Credit Union

Cares for the financial health of NHS members across Scotland.

## Travel Season Tickets

NSS employees can apply for an interest free loan for the purpose of purchasing either annual or quarterly travel season tickets. Criteria apply.

## Discounted Gym Membership

Reduced monthly memberships available at UK wide fitness and wellbeing centres.

## Cycle to Work Scheme

Get a brand-new bicycle at a discounted rate and benefit from tax and national insurance savings by paying for it through your salary. Choose from a range of bikes to suit your needs.

## Health Service Discounts

Exclusive discounts, cashback and vouchers for NHS and Healthcare Workers.

## Blue Light Card

A discount service for the emergency services, providing members with discounts online and on the high street.

## NHS Staff Benefits

Exclusive deals and amazing savings on top brands.

## Concerts for Carers

Register to win free concert tickets and for events across the UK.

## Tax-Free Childcare

You can get up to £500 every 3 months (£2,000 a year) for each of your children to help with the costs of childcare. If you get Tax-Free Childcare, the government will pay £2 for every £8 you pay your childcare provider via an online account. You can use it to pay for approved childcare. You can get Tax-Free Childcare at the same time as 30 hours free childcare if you're eligible for both.

## MoneyHelper

Here to make your money and pension choices clearer. Advice to cut through the complexity, explain what you need to do and how you can do it.

# Retirement Support

Preparing for Retirement is an important part of working life. We have a number of resources available to support with this and remember – it's never too early to plan!

## Retirement Fellowship

Fun, friendship and fellowship at the NHS Retirement fellowship. Branch activities include monthly meetings with informative speakers, days out and holidays.



## The NHS Pension Scheme

Continues to be one of the most comprehensive schemes available in the UK.

## Retire and Return

Do you know you can apply to retire and return to work flexibly in the NHS?

Your skills and experience are invaluable to the NHS, and the NHSScotland Interim National arrangement on Retire and Return can help you to continue to contribute to the NHS.

# Occupational Health

Your health at work is vital and we have an inhouse team of **Occupational Health** professionals who can support you in achieving wellness at work and supporting you through periods of ill health.

## Coaching for Wellbeing service

This coaching service is designed to support you with any of the issues you are facing during these challenging times and, because we know that work and life are not separate, there will be space to talk about personal as well as professional issues.



## Mental Health First Aiders

Trained volunteers who can provide emotional support directly and confidentially.

## National Wellbeing Hub

We spend our days caring for others but sometimes we're not good at asking for help ourselves. That's why the National Wellbeing Hub for everyone working in health, social care and social work in Scotland has been created. It's a place full of ideas on how to stay well.

# Working at NSS



## Staff Governance

is a legislative requirement which all Health Boards in Scotland must comply with. However, in NSS we see it as much more than that – its an opportunity for staff to:

- influence how they are treated within the workplace by getting involved at a local level
- access training opportunities and
- comment on NSS communication channels.

## Confidential Contacts

An additional source of support and safe space where you can talk about any workplace concerns or issues you may have. Some examples might include issues around bullying and harassment, grievance, whistleblowing or wellbeing concerns.



## Staff networks

offer staff an informal environment for generating and sharing views, experiences and new ideas and assist NSS in promoting the Equality, Diversity and Inclusion agenda.

## Redeployment

If you are displaced as a result of Org change, capability or ill health, you may secure alternative employment through the redeployment process. Should you or a member of your team require support in this area, your HR team will be able to support.

## Citizens Advice Scotland

Free independent, confidential, impartial advice available for everyone.

Contact us for more information  
**HR Connect**

