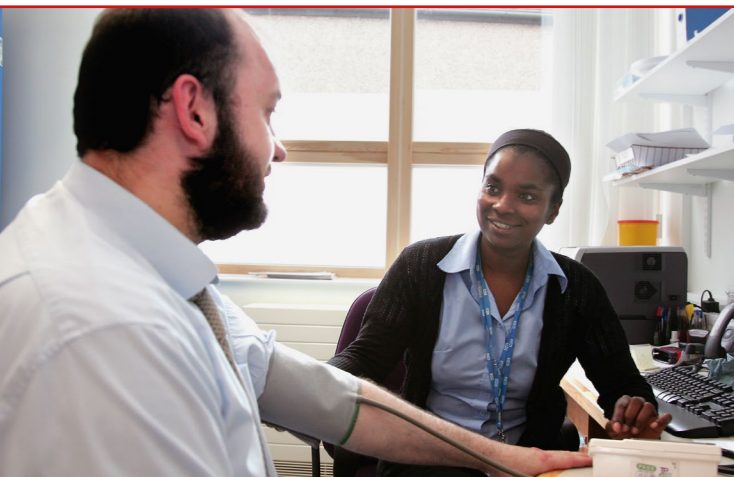




Benefits & Wellbeing

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Welcome

I am delighted to introduce you to Sunderland GP Alliance. We exist to provide excellence for our patients and we do this through the amazing people who work here. We are a team who are committed to delivering a quality service and to being an active member of the communities we are a part of.

We work to improve the experience of all the people who access our services through working together to share ideas to innovate in primary care. The strength of Sunderland GP Alliance is how our people work together as we have a common goal of delivering excellence in primary care.

To recognise how important our people are we offer a range of employee benefits for people to choose from, see pages four to six for more information.

From the employee engagement survey we know how valuable flexible working arrangements are, see page seven.

Unfortunately there may be times when we experience personal sadness or difficulties and we help each other through this, see page nine.

In the Alliance careers evolve and grow and we provide a range of options to further career development from peer support to coaching and help with further qualifications, page ten.

The relationships we have in the local community through schools, Sunderland University and local councils mean we are an active participant in the city and we are proud to be part of the fabric of Sunderland, page eleven.

We are focused on delivering the best expert service for our patients every day and we welcome people to come and join us.




Jon Twelves
Chief Executive

It's All About You

Sunderland GP Alliance is a special place to work and that is all down to the people. We believe these people deserve a great choice of benefits as we know it's all about you!



Let's start with time away from work

Have a break, have a holiday in fact have 33 days + 8 bank holidays.

We know holidays are important for you to take time away from work, it's good for you and your wellbeing. We know you return to work feeling refreshed and that's why we give everyone from their first day 33 days holiday + 8 bank holidays (pro-rata for part time).



Saving for the Future

When you join the Alliance you will automatically join the NHS Pension Scheme. We know financial wellbeing is as important as physical wellbeing.

This is a comprehensive pension scheme which you contribute to and the Alliance as your employer also contributes to. It is a defined benefit scheme which builds up each year at a rate of 1/54th of your pensionable pay. The pension earned each year is revalued and increased annually until you retire.

As a member of the Scheme you are entitled to life assurance so make sure you complete your nomination form.

Further information can be found in member guides available at:

<https://www.nhsbsa.nhs.uk/member-hub>

Choice

Everyone at the Alliance is an individual and we appreciate everyone has different preferences. That's why we offer optional benefits that you can choose when to use.



Cycle to Work

The cycle to work scheme is a salary sacrifice scheme which means you are agreeing to exchange part of your salary for this benefit.

The scheme enables you to save money on a new bike and accessories whilst spreading the cost through salary deductions each month over 12 months. You save on tax and NI. A great way to get active.

For full information see the Cycle to Work policy.



Lease Car

The lease car scheme allows you to lease a brand new car of your choice which are at discounted rates and you pay for it through salary sacrifice. You will save on pension contribution, national insurance and income tax through salary sacrifice.

The lease agreement includes:

- Brand new car of your choice
- Fully comprehensive insurance, including one additional driver.
- Scheduled servicing, maintenance and repair
- Tyres, batteries and exhausts
- Breakdown cover and accident management (with free courtesy car)
- Annual road tax

For full information see the Lease Car policy.



Tech Scheme

The Tech Scheme is a salary sacrifice scheme which means you are agreeing to exchange part of your salary for this benefit.

Tech Scheme is a salary sacrifice benefit where you can save up to 12% on the price of tech at Currys and you spread the cost. You pay nothing upfront and do not need to undergo any credit checks, you simply repay the cost interest-free, straight from your salary.

The Tech Scheme supports financial wellbeing by making new tech accessible and affordable. Whether it is a new laptop, games console, smart heating, a washing machine or a fridge.

For full information see the Tech policy.



Byond

We know everyone loves a discount on their shopping which is why we give every employee a Byond card, supporting everyday financial wellbeing.

Byond is a prepaid card that enables cardholders to earn discounts with every use and gain cashback on to their card. Discounts include up to 3% at supermarkets, 10% at restaurants and 15% on experiences. Byond can be used at over 70 retailers and restaurants.



Discounted Gift Cards

You can save up to 10% on big brand gift cards. This could be a gift to yourself saving money on everyday expenses. The discount cards can be used for shopping, travel or even a gift!

All you have to do is sign up to the discount store via the benefits portal.

Work Life Balance

To help everyone achieve a balance between their home life and work we offer a range of working patterns to meet the needs of the individual and the business. We offer full time across five days, compressed hours, part-time hours as well as hybrid working for some roles.

Full information regarding flexible working can be found in the Employee Handbook.

Maternity Leave

When an employee has 52 weeks service prior to the end of the qualifying week they are entitled to the Alliance maternity scheme / pay:

- 8 weeks' leave at full pay
- + 18 weeks' leave at half pay
- + 13 weeks' leave at the statutory rate
- + 13 weeks' unpaid.

To help with financial planning during this time you can choose to have occupational maternity pay paid in a different way, for example a combination of full pay and half pay, or a fixed amount spread equally over the maternity leave period. It's your choice.

Paternity Leave

The Alliance paternity scheme / pay is up to 2 weeks paid leave, subject to eligibility.

Adoption Leave

The Alliance Adoption leave scheme / pay, subject to eligibility, is:

- 8 weeks' leave at full pay
- + 18 weeks' leave at half pay
- + 13 weeks' leave at the appropriate rate of SAP
- + 13 weeks' leave unpaid.

Shared Parental Leave

For full information on shared parental leave please see the Employee Handbook.

Wellbeing

We undertake a range of wellbeing initiatives which are led by our employee wellbeing team which you can volunteer to be a part of. All activities and information are shared via the Employee Newsletter.



Flu Vaccination

Each year every employee is offered the flu vaccination at one of our sites.



Occupational Health

We have an occupational health provider who conducts pre-employment screening and may be used for referrals to support an employee as required. Speak to HR if you require a referral.



Counselling

Individual 1-1 support is available with an experienced NHS therapists/clinicians on a one-time or ongoing basis through the NHS North East Wellbeing Support Hub.

Contact by calling: 0191 223 2030 (7am – 9pm every day) or you can use the online form.

<https://www.northeastandnorthcumbriaics.nhs.uk/staff-wellbeing-hub/wellbeing-offers/>

After getting in touch with the hub if you need more support a clinician will talk with you in more detail to find out what you need help with and what might suit you best. They will help you to access the right resources and services providing support.

This service is confidential and separate to the Alliance.

Here For You

We understand we can all face difficulties and unexpected events in our lives and we will support you through those times.

Sick Pay

If you are unable to attend work due to sickness absence your manager will maintain contact with you to understand how they help and support you. You will be entitled to the following payment:

Length of Service	Full Pay	Half Pay
During 1st year of service	1 month	1 month
During 2nd year of service	2 months	2 months
During 3rd year of service	4 months	4 months
During 4th year of service	5 months	5 months
After 4 years of service	6 months	6 months

Carer's Leave

We recognise people may have a range of caring responsibilities and we will support you when you face unplanned, emergency situations. We provide paid leave to assist in these unforeseen circumstances.

Bereavement Leave

When bereavement is experienced everyone manages these times in their own way and we are respectful of individual choices. We will support with paid leave and with flexible working practices to assist at these times.

Career Development

To lead innovation in primary care we have a learning culture and an approach of continuous improvement whether this is learning from each other or through more structured channels. This begins when you join the Alliance and commence your induction which will include a corporate induction for all employees as well as training modules to ensure everyone works safely for and with each other.

All vacancies are advertised internally so you can see what is available across all departments and what may fit for your next career step.

We offer apprenticeships, coaching, support with formal qualifications including study leave, shadowing, secondments and sabbaticals. Whatever option you may be considering speak to your manager and they will listen and help you to talk through what will suit you and the team.

We are interested in you and how you want to be part of the business, if there are skills you have that would help your colleagues we ask you to share your knowledge and if you wish you could run your own masterclass.

Your career is personal to you which is why we do not have an approach of one size fits all. If you are looking for help in planning your career we offer a confidential coaching service. Speak to HR who can provide further details for you.



Community

We are proud to be part of the local community. We have links with schools where we have built relationships, being invited to attend assembly and helping to build the confidence of young people and their confidence in the health services available to them. We have provided guidance at schools for young people undertaking exams and sharing information of how to help manage their wellbeing at this time particularly with stress or anxiety. We look to be involved in community projects too.

We work with Sunderland University sharing knowledge, being a guest speaker and offering students opportunities in our workplace.

We also donate to the Food Bank in Sunderland.

It is about all of us coming together for the benefit of the people in the communities we serve.





Thank You

It is all about the people at the Alliance who make it a special place to be a part of.

If you have any questions about the information contained within please contact HR: [**sgpa.hr@nhs.net**](mailto:sgpa.hr@nhs.net)