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| ***Cycle to work scheme*** All substantive staff can benefit from purchasing a bike through the Trust’s cycle to work scheme. Deductions for the bike will be made against your salary over a 12 month period. You will benefit from being TAX & NI exempt on each deduction.**For further information please visit:** [**www.vivup.co.uk**](http://www.vivup.co.uk) **to register**. | ***Subsidised holiday play schemes***All staff with children between the ages of 4 to 14 can apply for the subsidised play scheme during the school holidays. The Trust will offer 40% subsidy towards the cost of the play scheme as long as it’s an official play scheme that is OFSTED registered. Please note that this does not apply to breakfast/after school clubs or other childcare provision. Please also note that this is a taxable benefit.**For further information please contact** **elft.employee.engage@nhs.net** | ***Lease car scheme***The Trust provides two types of car lease schemes 1) The business car scheme enables staff to hire a brand-new vehicle that can be used primarily for business miles incurred during the course of your work and a declared element of personal use. 2) The employee benefit scheme, under which a car is provided mainly for personal use but also for business use. Participation in the scheme is offered to all new and existing employees. However, there are specific requirements that must be met.**In order to obtain a quote for a Lease car, you  must first register on the Knowles website:** [**http://www.knowlesfleet.com/**](http://www.knowlesfleet.com/) |
| ***Subsidised wellbeing initiatives such as Pilates/yoga courses*** The Trust runs a 10 week Pilates course at each directorate at a subsidised rate of £25 for the whole course. This is open to all ELFT staff, on a first come first basis system.**Please look out for the advert.** | ***Welcome back pack for maternity/paternity*** To welcome all staff back from maternity/paternity leave, the Trust offers a £50 high street e-voucher. Please note that this is a taxable benefit.**To receive your voucher please contact elft.employee.engage@nhs.net** | ***Home technology scheme*** All substantive staff can benefit from spreading the cost of technological purchases over a certain period of time, by way of monthly salary deductions. You are eligible for the scheme if you meet all the below criteria:* You are paid by the Trust through the Trust payroll; and
* You are a substantive employee with a minimum of 12 months service; and
* You are at least 18 years old
* Your deductions do not take your salary under the National Minimum wage.

**For further information please visit:**[**http://www.nhsbenefits.net**](http://www.nhsbenefits.net)**Insert ELFT's unique code: ELTR** |
| ***Exceptional leave*** All substantive staff who have had no sickness for the financial year (1 April to 30 March) you will be rewarded with 2 days additional leave. If you have had 1 day’s sickness during the financial year, you will be rewarded with 1 day. You will need to be employed with the Trust for the entire financial year to be eligible. **For more information, the “Additional Leave and Reward for Exceptional and Near Exceptional Work Attendance” policy can be found on the Trust intranet/website** | ***Free massage sessions***The Trust runs FREE massage sessions at each directorate at least twice per year. This is open to all ELFT staff, also based on a first come first serve system. **Please do look out for the advert.**  | ***Annual staff awards*** Each year the Trust holds a staff awards ceremony, where we celebrate and applaud recognition to all our staff. At the event we hear of the many ways that staff work to make this strategy a reality; the ways they make difficult times more bearable for service users and their carers; and the support and inspiration they offer to colleagues.**Further information on the next award ceremony will be communicated to all staff.** |
| ***Employee/team of the month scheme***An employee/team of the month scheme is run at each directorate. You can nominate a colleague or a team who you think has gone above and beyond their line of duty. They will be rewarded with a £50 High Street voucher for an individual or £100 (to share) if it’s a winning team. **All application forms can be found on the Trust intranet or contact your local People Advisor/Officer for further advice.** | ***Holiday of a life time scheme***At the end of each financial year staff can either carry over or bank 5 days leave (pro-rata for part-time staff). If you choose to bank the leave you can do this for a maximum of 50 days. This will accumulate on top of your normal leave entitlement. Please note that you would be required to give 6 months’ notice to take this leave.**Further information on this scheme can be found on the Trust intranet in the Annual & Special Leave Policy** |  |