

# What we can offer you

## Staff Benefits

At Maidstone and Tunbridge Wells NHS Trust, we recognise that our staff are our greatest asset. That's why we offer a wide range of benefits designed to support and enhance your career with us.



### Pay related

- ✓ Up to 12 months sickness benefit
- ✓ Enhanced maternity, paternity and adoption pay
- ✓ Shared parental leave
- ✓ NHS Pension Scheme
- ✓ Ill health retirement benefit
- ✓ Enhanced bank pay
- ✓ Total Reward Statement (TRS)
- ✓ Lease car scheme for eligible staff
- ✓ Wagestream – access to a financial wellbeing app
- ✓ Holiday Salary Sacrifice Scheme
- ✓ Pensions, retirement and personal finances seminars
- ✓ Generous Annual Leave entitlement



### Health related

- ✓ Occupational health service
- ✓ Flu and COVID-19 vaccination programme
- ✓ Fast track physiotherapy referrals
- ✓ Fast track referrals to other clinical services
- ✓ Health and wellbeing checks
- ✓ Multi-level psychological support in-house
- ✓ Access to Mental Health First Aiders
- ✓ Health and Wellbeing Team



### Physical

- ✓ On-site canteens
- ✓ On-site night café
- ✓ Free exercise classes
- ✓ Free Arriva bus transport (selected routes to and from MTW NHS Trust)
- ✓ Cycle to work scheme
- ✓ MTW Milestones celebrating NHS long service
- ✓ Employee and Team of the Month Awards
- ✓ Staff Star Awards
- ✓ On-site library
- ✓ Free auricular acupuncture for staff
- ✓ Monthly film club



### Development focused

- ✓ Comprehensive induction programme
- ✓ Training and development of staff
- ✓ Leadership development programmes for all levels of management including aspiring managers and Exceptional Leaders programme
- ✓ Return to practice opportunities
- ✓ Wide range of apprenticeships for clinical and non-clinical roles
- ✓ Annual staff appraisal
- ✓ Personal development plans
- ✓ Talent and succession planning



### Staff Discounts

- ✓ NHS Staff discounts
- ✓ Blue Light scheme/discounts
- ✓ Discounted gym memberships



### Equity, Diversity and Inclusion

- ✓ Staff Networks for:
  - Cultural Ethnic Minority Network (CEMN)
  - MTW Proud Network
  - DisAbility network
  - Neurodiversity support group
  - Carers support group
  - Chronic pain support group
  - Clinically extremely vulnerable support group
  - Menopause support group
  - Parental responsibility support group
  - Senior women leaders network
- ✓ Freedom to Speak Up Guardians
- ✓ Safe Space Champions
- ✓ Early conflict resolution and mediation
- ✓ Diversity and inclusion training available in a range of topics