



# Employee Benefits

Sirona care & health

**We are Sirona care & health, a Community Interest Company committed to providing local communities with a range of high quality specialist health care services across Bristol, North Somerset and South Gloucestershire. For us, it's about the personal approach; we take pride in what we do and deliver the high standard of care that we'd expect for ourselves and our families.**

## **Pay and conditions**

### **Pay**

We mirror NHS Agenda for Change pay scales. In addition there are also pay enhancements to reward those working unsocial hours during evenings and weekends. Partner2Care as a way to extend our services to all people who have care and support needs in their own home, whether funding is provided by the NHS, local authority or self-funded.

### **Mileage**

Sirona care & health reimburse mileage expenses at 45p per mile by car. Expenses are available for other alternative modes of transport.

### **Annual leave**

We offer 27 days on joining, plus Government agreed Bank Holidays. For employees on permanent contracts this rises to 29 days after five years service and 33 days after 10 years.

Annual Leave entitlement is based on reckonable service allowing you to count up all NHS service, excluding time when you may have been a bank worker. (These entitlements are pro rata for part time staff and all reckonable service will need to be validated).

### **Great Western Credit Union**

We have partnered with Great Western Credit Union - one of the UK's leading credit unions. This scheme provides all the benefits of a credit union membership with the additional benefit of making saving easier as deductions will be taken directly from your monthly pay. In addition you can apply for a low-cost loan.

## **Pension schemes**

### **NHS pension**

On joining us you will be eligible to continue with your NHS pension membership or as a new employee you will be auto enrolled into this scheme.

### **Royal London**

If you choose to opt out of the NHS pension scheme, you will be eligible to opt into the Royal London Scheme at 3%. You can elect to pay more if you wish and we will make 6% employer contributions.

If you are a member of one of our pension schemes, then you are entitled to death in service benefit as below:

- Royal London Pension Scheme – receive 4 x salary
- NHS Pension Scheme – receive 2 x salary

## **Travel benefits**

### **Cycle to Work**

We're pleased to offer a tax-free cycle scheme in support of the Government's Cycle to Work initiative. It's a great programme where everyone wins, you make big savings on new bikes and we get a healthier workforce. Repayments are made over 12 months through a salary sacrifice scheme.

### **The Corporate Travel Club**

The Corporate Travel Club is a club that First bus has developed so that you can save on the cost of traveling to work by bus.

The key benefits:

- Significant discounts when compared to weekly travel costs
- Price of monthly ticket is set for 12 months
- Ticket automatically sent to you.
- Hassle free boarding
- Cashless system
- Helpline for staff-ordering tickets and general queries

## Staff recognition

### Staff awards ceremony

We hold the annual Sirona Awards for Excellence recognising staff for outstanding achievements.

## Learning and development

We want to invest in you and can offer a broad range of training and development opportunities throughout your career via our dedicated in-house team.



### Induction Programme

On joining us you will undertake a comprehensive Induction Programme, giving you the opportunity to meet our Chief Executive, Janet Rowse and other members of our Senior Leadership Team. Both the organisational and local induction programmes provide you with the knowledge, skills and information to help fulfill your role.

### Continuous Professional Development

We offer a wide variety of clinical and non-clinical training to all staff throughout their career. In addition, we regularly support colleagues to undertake a range of internal and external courses and qualifications. Clinicians will benefit from a complete programme of clinical skills training with support and guidance to achieve competencies.

The Learning and Development team is available to support with student mentor support, staff management, CPD, Statutory and Mandatory compliance via our Learning Management System (LMS).

Our partnership working with organisations such as Avon and Wiltshire Mental Health Partnership NHS Trust (AWP), University West of England (UWE), and the NHS Leadership Academy will widen your opportunities even further.

## Health and wellbeing

We are committed to supporting your health and wellbeing and encouraging you to utilise the assistance available.

### Employee Assistance Programme (EAP)

You can access free telephone or face to face counselling 24 hours a day, all year round from our EAP provider, Validium. This may take the form of counselling over the telephone, referral to face to face counselling, eCounselling, online resources or signposting to other agencies, as appropriate.

### In-house Physiotherapy Team

The Staff Physiotherapy Service is a free service for all Sirona staff.

Services include : Musculoskeletal problems, including:

- Joint aches and pains, including arthritis
- Neck and back pain
- Sport related injuries.

Colleagues can access the service if any of these are affecting their day-to-day activities, within work or outside of work.

### Occupational Health

Referrals can be made to obtain an independent assessment on a range of medical conditions to help you feel supported within the workplace.

### Resilience

Training sessions are available for you which provide practical to support mental health and wellbeing in and out of work.



## Family friendly benefits

We are committed to supporting your work-life balance and encourage you to utilise the entitlements available.

### Flexible working

We recognise your need for flexibility in order to balance home and work commitments.

In supporting such flexibility, we hope to enhance your wellbeing at work. In considering any such requests, we also need to ensure that this works practically for the service.



### Maternity, adoption and paternity leave

We offer generous provisions for maternity, adoption and paternity leave subject to qualifying service, for further information please refer to our policy when you join us but a summary is below:-

**Maternity** occupational maternity entitlement of eight weeks full pay, 18 weeks half pay then 13 weeks statutory and 13 weeks unpaid.

**Parental leave** up to 18 weeks unpaid leave for each child up until their 18th birthday.

**Paternity leave** up to two weeks paid time off when a child is born.

**Shared parental leave** you can share maternity leave up to 50 weeks (37 weeks paid)

**Adoption leave** 39 weeks of paid leave (90% of average earnings for the first six weeks)

## Discounts and benefits

### Health Service Discounts

This offers you, your family and friends exclusive discounts and offers, such as travel, shopping, insurance and much more.

### Tech Scheme

Tech Scheme is the affordable way to get must-have tech fuss-free. There is no credit check and you are able to spread the cost from your salary across 12 months.

### Blue Light Card

This offers workers from the emergency services, NHS, social care sector and armed forces discounts on on-line and High Street retailers. This includes large national companies and local businesses across categories such as holidays, cars, days out, fashion, gifts, insurance, phones, and many more.

### Recommend A Friend Scheme

Subject to terms and conditions you can be generously rewarded for each successfully appointed permanent employee you recommend.

### Eye test

We will reimburse the cost of an eye test for all DSE Users.

### Support to relocate

Newly appointed employees who are not based in the local surrounding areas and need to relocate. We may be able to support you financially to make this move.





## Want to find out more? Please contact us

**T:** 0300 124 5444\*

**E:** [sirona.recruitment@nhs.net](mailto:sirona.recruitment@nhs.net)

**W:** [www.sirona-cic.org.uk](http://www.sirona-cic.org.uk)

\*Calls from landlines are charged up to 10p per minute; calls from mobiles vary, please check with your network provider. This is not a premium-rate number.

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