

TUPE Factsheet – benefits of working for LPT

Working for LPT comes with many benefits in addition to nationally set NHS terms and conditions (such as access to NHS pension schemes)

These include:

Occupational health service - The Occupational Health Service provides specialist advice on all aspects of the relationship between work and health. It is independent, impartial and available to anyone in Leicestershire Partnership NHS Trust – staff, staff representatives and management.

Financial benefits

Discounted shopping – we have a list of local and national retailers and leisure providers who provide discounts for our staff; Salary sacrifice schemes for electronics, cycles and more which means you save tax; Dunham McCarthy provide will drafting services entirely free of charge.

Physical health:

Staff physiotherapy service - The aim of this service is to reduce sickness absence due to musculoskeletal (MSK) problems and support staff that remain at work with minor MSK conditions. In turn this will improve staff health and wellbeing, increase productivity and support better patient care; staff have access to discounted gym membership and guided exercise sessions you can do at home;

Psychological support:

The Amica telephone counselling service is free and available to all staff, and you can consult the service whether your issue is work-related or personal; we also have free or discounted support to help you give up smoking, sleep better, or eat more healthily.

Career development: we offer coaching and mentoring as well as a wide range of mandatory and optional training.

We have a **staff lottery** with weekly prizes of £400, £200 and £50, plus special extra superdraw prizes four times a year. The proceeds of the lottery are used to improve staff health and wellbeing across the Trust.

Recognition schemes – we have monthly “valued star” awards, and an annual Celebrating Excellence event to recognise outstanding achievements by individual staff and teams. Members of the public and colleagues can nominate for these awards.

We currently have the following **staff support networks**:

- Black, Asian and minority ethnic
- Carers
- Young Voices (ages 16 – 25)
- MAPLE (mental and physical life experience)
- Neurodiversity
- Spectrum (LGBTQ+)
- Women’s Network
- Armed Forces Community Staff Group.

We have a **Freedom to Speak Up Guardian** you can speak to in confidence.

We recognise and have good relations with the main **trade unions** working in healthcare.

We have a network of more than 300 wellbeing champions with interest in health and wellbeing and who are keen to support the wellbeing of their colleagues.

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