

# Why work for Bristol Community Health?

Joining Bristol Community Health means so much more than working for Bristol's leading provider of NHS community services. We've built our business on a passion for high quality patient care, a flexible approach in all that we do and by collaborating with one another to put patients first. If you're ready to play your part, you'll be richly rewarded. From competitive salaries, excellent benefits and flexible working options, there really is something for everyone.

## Physical Wellbeing

- Fitness classes at work
- Cycle to work scheme
- Physiotherapy for staff
- Corporate rate for gym membership
- Sports team sponsorship fund
- Seasonal flu vaccinations
- Support to stop smoking
- Alcohol and substance misuse support

## Reward and Recognition

- Employee of the month
- Long service vouchers and retirement party
- Chief executive anniversary celebrations
- BOSCA's - award ceremony
- Learning and development - we encourage and support our employees to gain the skills and qualifications that will meet the needs of our business and will support their future employability)



## Financial

- Salary sacrifice schemes - covering childcare vouchers, car leasing and cycle to work and you could save money on tax and NI.
- Discounts – over 1,000 special discounts covering holidays, leisure attractions and many more
- NHS pension scheme
- Opportunity to buy and sell annual leave
- Charitable giving

## Mental Wellbeing

- Employee Assistance Programme
- Preventative Support
- Resilience Support
- Work related stress support programme



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## Company Overview...

Bristol Community Health CIC span out of the NHS and became a community interest company in 2011. We provide over 35 different services, ranging from community nursing teams and end of life care to prison healthcare, diabetes support and physiotherapy. Our success is in large part due to our guiding principles:

- Making their day
- Time to care
- Managing our money
- Being the best

## How Bristol Community Health is managed...

The members of our Board of Directors have a wide range of clinical, operational and business expertise. They oversee the day-to-day running of the organisation and are accountable to employee shareholders.

Because our staff are our shareholders, they have the right to vote on important decisions such as pay, and an ability to influence the decisions we make at a strategic level. This gives staff a stake – and therefore a real say – in our organisation.

These shareholders are represented by an elected staff council who are responsible for ensuring the views of staff are heard and genuinely influence our organisation.

## Our social enterprise and CIC status...

As a social enterprise and community interest company (CIC), we trade for social and environmental benefit, combining the best values of the NHS with smart business decisions. A CIC is a limited company which operates for community benefit. As a not-for-profit organisation, any surplus that we make is re-invested back into services. We're also committed to making a positive social impact to local communities and have pledged to do this in numerous ways.

Bristol Community Health is proud of the ways in which we engage with our community and our staff. As part of this commitment we receive and act upon regular feedback from service users and their families. We also hold regular Talkback sessions with teams so that senior managers remain in touch with the things that concern staff and respond in ways that aim to improve working lives.

## Our relationship with you...

Our organisation is owned by our employees. Our surpluses are re-invested into the communities we work in.



## Staff Shareholders

On successful completion of the probationary period all staff automatically purchase shares in Bristol Community Health at a cost of £1. This share enables every staff member the right to the following;

- to vote on key strategies and organisational developments;
- to vote on elective representatives to our Staff Council; or
- to stand for membership on our Staff Council

## Bristol Community Health Staff Council:

The Staff Council serves represents the views of our employee-shareholders to our Board of Directors, and acts as a link between the two. The council influences decision making and the direction of our organisation by making recommendations to our Board for consideration.

Together, the dedicated staff at Bristol Community Health can do more in the community and we aspire to be a well-known and highly regarded organisation that has an exceptional reputation for clinical quality, partnership working and customer service.

Through this partnership and innovative thinking, we are a pioneer of Total/Mobile which allows community healthcare workers to spend less time on administration and travel and more time with patients. Updating patient information at the point of patient contact improves our data quality, increases productivity and encourages flexibility. As a result our staff have more time to care for our patients.

## Staff Support

### Preceptorship

We are committed to the preceptorship programme. This is a process of support and development to ease the transitional experience for members of staff moving from pre-registration to post-registration status. Its purpose is to help the new member of staff to adjust to their new role and environment whilst ensuring that required learning is achieved.

### Culture and Diversity

Our biggest asset is our people and with our diverse workforce comes experience, expertise and new innovative ways of working. We are committed to creating an inclusive positive workplace where everyone is respected and supported and where all contributions are valued. At Bristol Community Health we strive to challenge ourselves to achieve more every day and through the development of staff we can enhance talent, capabilities and leadership skills.

### Learning and Development

We take the development of our staff very seriously. Partly because we know it's a reason why great people want to join and stay at Bristol Community Health - to further their careers, to become a better version of themselves, and to play a part in growing a successful business. Partly because it makes sense for us to have a team of engaged, talented, high performing people at the top of their game. So learning and development is win-win all round.

### Wellbeing

At Bristol Community Health your wellbeing is a big priority, and we want you to be the best you can be. That's why we've introduced a staff wellbeing strategy which outlines our commitment to keep you fighting fit. Initiatives include an Employee Assistance Programme, fitness classes at work and physiotherapy for staff. We have also been awarded the Workplace Wellbeing Charter.



### Flexible working

A healthy work life balance is essential to our employees. We support flexible working options for staff in line with service needs.

### Probation

All new substantive posts have a **6 month probationary period**. This is a two way process between employee and manager. This is designed to ensure the appropriate level of support and training leading to continuous professional development throughout their career.

## Staff Rewards

At Bristol Community Health we feel it's vital that our people are well rewarded. So when you say yes to us, we'll give you access to a highly competitive total reward package that's proven to attract, motivate and retain the best people. We're constantly reviewing the details of the package to make sure it's got everything our people want in a benefits scheme, but the things you'll be able to enjoy currently include:

### Pay scales and Increments

We currently follow the 2016/17 Agenda for Change national pay scales and pay a Living Wage minimum salary of £8.25 an hour or £16,132 per annum.

In addition to this eligible staff will receive a yearly increase in their salary to recognise development in skills and experience.

### Annual leave

- On appointment: **27** days annual leave a year, plus 8 days off for general public holidays
- After 5 years' service: **29** days annual leave a year, plus 8 days off for general public holidays
- After 10 years' service: **33** days annual leave a year, plus 8 days off for general public holidays

We recognise NHS continuous service in regards to annual leave entitlement.

### Pensions

Recognising that we all are different, we offer a range of pensions options so that staff can choose one that works best for them. You can choose from one of the following options to suit your lifestyle:

- Access to the NHS Pension with an employer contribution rate of 14.5% and an employee rate which varies dependent on your salary.
- Access to Scottish Widows Scheme with matched contributions of between 1 and 8% of pay.
- A cash option of 5% of basic pay.
- Access to our Scottish Widows scheme and a cash option (choices are 1% cash and 4% pension, 2 % cash and 3% pension or 4% cash and 1% pension).