

One Nuffield Health Employment Contract & aligned benefits

Applying to all new employees and current employees who change role from 1 April 17



| | General | Clinical | Management |
|-----------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------|------------|
| Holiday | 25 days for employees with under 5 years service; 27 days for 5-9 yrs service; 30 days for 10 years service and over. This does not include bank holidays. Revised holiday pay top-up calculation to be the same for all employees | | |
| Sick Pay | Number of weeks sick pay increases according to length of service up to a maximum of 26 weeks. Up to 6m sick pay available regardless of service for employees with serious illnesses subject to Exec sign-off | | |
| Probation | 3 months | | |
| Notice Period | 1 month | 3 months | 3 months |
| Overtime | N/A | 1.5x; (2xB/H) | N/A |
| Night working enhancement | 11pm-6am 30% | 7pm-7am 30% | N/A |
| Weekend working enhancement | N/A | 20% (B/H 100%) | N/A |
| On call | 10% plus O/T at 1.5x for hours worked after call out | 10% plus O/T at 1.5x for hours worked after call out | N/A |
| Full-time Hours | 37.5 hpw (1/2 hour unpaid break min) to be introduced in 2017 and 2018 | | |
| Maternity Pay | 10 weeks - full pay; 16 weeks - half pay plus SMP (up to maximum of full contractual pay); 13 weeks – SMP | | |
| Paternity Pay | 1 weeks full pay; 1 weeks statutory | | |
| Gym Membership | Free for Employees. Partners and child membership at £5 per additional member per month | | |
| Other Benefits | No change | | |

| Sick Pay Entitlement | |
|----------------------|-----------|
| Length of Service | Weeks Pay |
| < 6 m | 1 |
| 6 m - 1 y | 2 |
| 1 | 4 |
| 2 | 4 |
| 3 | 8 |
| 4 | 8 |
| 5 | 12 |
| 6 | 12 |
| 7 | 16 |
| 8 | 16 |
| 9 | 24 |
| 10 | 26 |