

One Nuffield Health Employment Contract

Proposed changes for current Clinical Services employees

As part of our One Nuffield Health strategy we are introducing a new One Nuffield Health set of employment terms and conditions.

The new contract represents a great deal for Clinical Services employees who will benefit from increased sick pay entitlement and in most cases increased holiday entitlement as well. This contract brings parity for Clinical Services employees with other areas of Nuffield Health for the first time and is a key step towards the One Nuffield Health vision. In addition Clinical Services employees will benefit from company maternity, paternity and adoption pay.

Holiday entitlement

All current employees on clinical services contracts will be entitled to a minimum of 25 days holiday entitlement increasing to 27 days after 5 years service and to 30 days after 10 years service. Bank holiday entitlement will be in addition.

Sick Pay

The number of weeks sick pay entitlement is increased for all Clinical Services employees. In addition, managers will have the discretion to extend sick pay to 6 months for employees with serious long-term conditions, subject to executive sign-off. We will be providing more guidance in due course on managing employee sickness absence and pay.

Overtime

Overtime at 1.5 x basic rate will be ring-fenced for current non-management employees as the rate is 1x for non-management employees on the new general contract. There are no changes for employees on management contracts as overtime does not apply.

Holiday Entitlement (in Days)	
Length of Service in full years as at 1 January	From 1 Jan 17
<1	25
1	25
2	25
3	25
4	25
5	27
6	27
7	27
8	27
9	27
10	30

Sick Pay Entitlement from 1 April 17	
Length of Service in years	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

Night working enhancement

Employees in clinical roles, i.e. Doctors, Nurses, Physiotherapists and Physiologists rota'd to work between 7pm and 7am will be entitled to claim a night working enhancement of 30% of basic pay in addition to pay for hours worked bringing these roles into line with clinical roles in Hospitals. This is a change for physiotherapists from their current night hours of 8pm to 8am and a new entitlement for other clinical roles.

Weekend working enhancement

Employees in clinical roles rota'd to work on Saturday or Sunday will be entitled to claim a weekend -working enhancement of 20% of basic pay in addition to pay for hours worked bringing these roles into line with Clinical roles in Hospitals. This is a change for physiotherapists who work weekends.

Change of role

Employees who apply for and accept a new role or promotion will be offered their new job on the new contract, however, holiday entitlement will continue to be ring-fenced up to the maximum of 30 days.

Local changes

We are in the process of reviewing any local, ad-hoc arrangements currently in place and will consult with you about any potential changes in due course.

Full time working hours

We will now start to move towards a full-time contract of 37.5 hours for all of the business. This change will be implemented via a phased approach over 2017-2018 to ensure that managers have sufficient time to plan and cover rotas; further details will follow in due course. No-one will have to accept a reduction in hours (and therefore pay) as a result of this change.

Benefits

Maternity and Adoption Pay

These benefits have been improved to bring them in line with other areas of the business. Entitlement will increase to 10 weeks full-pay; 16 weeks half pay plus SMP (up to maximum of full contractual pay) and 13 weeks SMP for employees whose EWC or Adoption date falls on or after 1 January 2017.

Paternity Pay

This benefit has been increased to 1 week of full pay and 1 week of statutory pay for any employee whose partner's Due Date or adoption date falls on or after 1 January 2017.

Gym membership

To align the One Nuffield Health gym membership benefit and meet HMRC guidance, we will now be reducing partner and dependent child memberships from £15 per month to £5 per month. Subject to eligibility criteria.

Any questions?

If you have any questions about the changes, please refer to the FAQ section at the bottom of the employment contract website page – www.nuffieldhealth.com/employmentcontract

If you cannot find the answer to your question here, please speak to your manager in the first instance.