

One Nuffield Health Employment Contract

Proposed changes for current Consumer Fitness 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 employees who are on consumer fitness contracts as you will benefit from increased holiday and sick pay entitlement. This contract brings parity for fitness employees with other parts of Nuffield Health for the first time and is a key step towards the One Nuffield Health vision. In addition Consumer Fitness employees will benefit from company maternity, paternity and adoption pay.

Holiday entitlement

Employees on a consumer fitness contract 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. This entitlement includes the additional Birthday Holiday day that employees who recently transferred from Virgin Active currently receive. Bank holiday entitlement will be in addition.

Sick Pay

All those on consumer fitness contracts will move to the new One Nuffield Health sick pay entitlement. 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.

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 2017		
Length of Service in years	Current Consumer Fitness Contracts	Weeks pay
< 6 m	1.5	1
6 m - 1 y	1.5	2
1	1.5	4
2	2.5	4
3	5	8
4	7.5	8
5	10	12
6	12.5	12
7	16	16
8	18	16
9	18	24
10	21	26
11	21	26
12	22.5	26
13	22.5	26
14	22.5	26
15	24	26
16	24	26

Night working enhancement

Employees working between 11pm and 6am will be entitled to claim a night working enhancement of 30% of basic pay for any time worked between these hours of 1 hour or more.

Zero Hours contracts

Current employees on Zero Hours contracts will remain on zero hours terms and will benefit from the improved terms, conditions and benefits described above.

Full time working

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.

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.

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 EWC or adoption date falls on or after 1 January 2017.

Gym Membership

To align the One Nuffield Health gym membership benefit and to ensure it remains tax free as per HMRC guidance, we will now be introducing a charge of £5 per additional gym member for partners and dependent children (including children over 16 who are currently charged at £15 per month).

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.