

One Nuffield Health Employment Contract

Proposed changes for current Hospitals non-clinical* employees

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

For current hospitals employees the majority of terms will be unchanged or ring-fenced. Family gym membership is changing - all employees will now benefit from reduced cost partner membership at £5 per month. Children over the age of 5 can also be added at £5 per month.

Holiday entitlement

Employees on a hospital non-management contract will be entitled to a minimum of 25 days holiday entitlement (or pro-rata for part-time) and this will increase by 1 day per year after 4 years service up to a maximum of 30 days. The table shows entitlement for current length of service. Bank Holiday is in addition to this entitlement. Employees on management contracts will retain 30 days annual leave plus bank holidays.

Holiday Entitlement (in Days)		
Length of Service in full years as at 1 January	Current for non-manager contracts	From 1 Jan 17
1	23	25
2	24	25
3	25	25
4	26	26
5	27	27
6	28	28
7	29	29
8	30	30
9	30	30
10	30	30

Sick Pay Entitlement from 1 April 17	
Length of Service in years	Weeks Pay
< 6 m	1
6 m - 1 y	4
1	8
2	8
3	12
4	12
5	16
6	16
7	20
8	20
9	24
10	26

Sick Pay

We will ring-fence sick pay entitlement for all employees currently on hospital contracts for the duration of current role as these are slightly preferential to the new contract terms. In addition, Managers will have the discretion to extend sick pay to 6 months for employees with serious long-term conditions. We will be providing more guidance in due course on managing employee sickness absence and pay.

**The definition of a clinical role can be found [here](#), however, any staff currently on hospital contracts who do not fall into the job families defined as clinical will have their terms ring-fenced.*

Overtime

Where applicable, overtime at 1.5 x basic rate will be ring-fenced for current non-clinical employees as the rate is 1x for the new general contract.

Night working enhancement

The hours for which night working enhancement at 30% will be paid for employees on the new general contract are 11pm – 6am. Current non-management employees who are not in clinical roles will continue to receive enhancements from 7pm to 7 am whilst in current role.

Weekend working enhancement

There is no provision for weekend working enhancements in the new contract for employees on the general contract; current employees on non-management contracts will continue to receive 20% weekend enhancement where they are rota'd to work at the weekend.

On-call

The majority of employees who provide on-call cover are paid 10% for the time they are on-call – this will not change in the new contract. For those who are currently paid 15% for providing a 1 in 2 service, we will ring-fence this rate but seek to move away from 1 in 2 rotas in the future.

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

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.