

One Nuffield Health Employment Contract

Proposed changes for current Support Centre employees – including those in regional posts

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

For current Support Centre 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 Support Centre non-management 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. Bank holiday entitlement will be in addition to this holiday entitlement. The entitlement for employees on a management contract is unchanged.

Sick Pay

There will be no change in sick pay for current employees on Support Centre contracts. 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)		Sick Pay Entitlement from 1 April 17	
Length of Service in full years as at 1 January	From 1 Jan 17	Length of Service (in years)	Weeks Pay
1	25	< 6 m	1
2	25	6 m - 1 y	2
3	25	1	4
4	25	2	4
5	27	3	8
6	27	4	8
7	27	5	12
8	27	6	12
9	27	7	16
10	30	8	16
		9	24
		10	26

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.

IT Service Delivery On-call

For IT Service Delivery teams, where required, on-call is paid at 10% plus overtime at 1.5x basic salary from the start of work.

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.