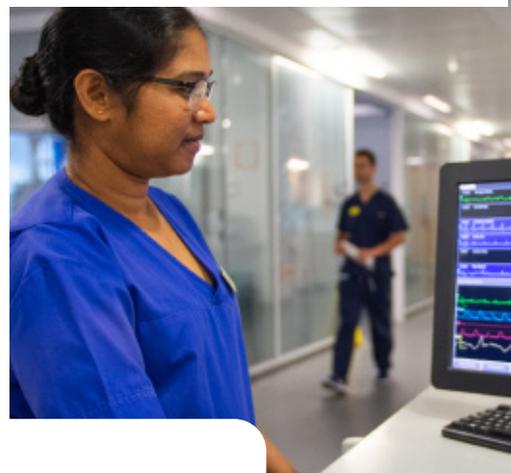


# Information for Prospective Candidates

## A guide for new starters



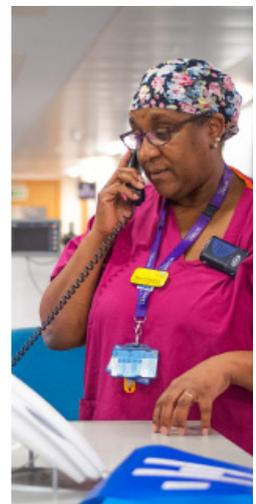
## Our Trust vision

North Bristol NHS Trust (NBT) is the largest hospital trust in the South West of England, providing hospital and community healthcare to the residents of Bristol, South Gloucestershire and North Somerset. We are also a specialist regional centre for a number of services including neurosurgery, renal (kidney) medicine, plastics, burns, orthopaedics and major trauma.

We value patient feedback and more than 90 per cent of our in-patients rate the care they receive from us as good or excellent and would recommend our services to their friends and family. In addition, we get 6,500 compliments from patients and carers each year, thanking us for the care and attention they received. Where our patients or their carers have concerns we will ensure we address them as speedily as possible.

We provide award-winning services and receive a significant number of referrals from other hospital trusts. We treat 300,000 patients a year, including more than 6,000 births. Our intent is that each patient is treated with respect and dignity and, most important of all, as a person.

We aim to provide 'Exceptional healthcare personally delivered' by providing services of exemplary quality, ensuring no unnecessary waits or delays, providing care in high quality facilities and having well trained and caring staff.

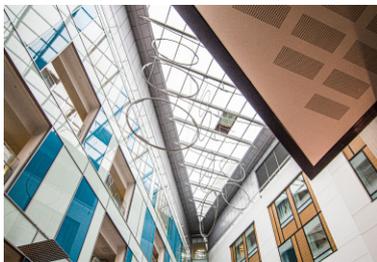




 The Atrium, Brunel Building, Southmead Hospital



### Pioneering design



Our Brunel building at Southmead Hospital has been named the best designed large hospital internationally at the European Healthcare Design Awards.

We use eco-friendly and sustainable technology throughout our modern hospital, with robotic transport machines efficiently handling waste, linen, and patient meals.



### Desirable location



Bristol is consistently voted one of the best places to live in the UK.

The city boasts a vibrant live music scene, famous arts and theatre venues, independent high streets, state-of-the-art shopping centres, a wealth of great local family days out, and fantastic transport links for national and international holidays.



### Exceptional Healthcare



With 800+ beds, 75% of which are single occupancy en-suites, patient flow and care are at the forefront of our pioneering treatments.

We are proud of fantastic facilities like these, and how they allow us to offer our patients 'Exceptional Healthcare, Personally Delivered'.

## You are joining more than just North Bristol NHS Trust

North Bristol Trust is also one of ten organisations that form the Healthier Together partnership for Bristol, North Somerset, South Gloucestershire (BNSSG). It is formally recognised as an Integrated Care System (ICS) that commits to working together to improve health and care across BNSSG, removing the traditional divisions between hospitals and GP, physical and mental health and between the NHS and councils. The Partnership tackles issues that matter the most and works towards ways to continue providing safe and high quality care.

This collaboration provides opportunities for our staff to learn, develop and play an active part in the ongoing development of healthcare at a system level. The relationships and work achieved through the partnership approach will continue to strengthen alignment to our NBT values; putting the patients first, working well together, recognising the person and striving for excellence.

BNSSG partnership organisations:

- Avon and Wiltshire Mental Health Partnership NHS Trust (AWP)
- Bristol City Council (BCC)
- Bristol, North Somerset, South Gloucestershire Clinical Commissioning Group (CCG)
- North Bristol NHS Trust (NBT)
- One Care
- Sirona Care and health
- South Gloucestershire Council (SGC)
- South Western Ambulance Service NHS Foundation Trust (SWAST)
- University Hospitals and Weston NHS Foundation Trust (UHBW)

## Our Trust values

Our values represent the way we do things and what we stand for. By embedding these shared values in everything we do we believe this not only makes for a great place to work but it also improve outcomes and creates a positive experience for our patients. The values also play a key part in helping us to build a 'Just Culture' of restorative conversations, with the aim of eliminating blame and encouraging learning. Consequently, these values guide our expectations of behaviour, attitudes and long term strategy development.



Working well together



Putting the patient first



Recognising the person



Striving for excellence

## Quality safe care

As a large teaching hospital Trust, we have internationally renowned medical teams focused on delivering excellent results for our patients through the hard work and dedication of our doctors, nurses, healthcare professionals and support staff.

We were delighted that the hard work and continued drive for improvement by our staff was recognised by the Care Quality Commission in their inspection report published September 2019. The Trust made significant progress across the board, with a GOOD rating overall and achieving an OUTSTANDING rating for caring and for leadership. The CQC found us “fizzing with energy”.

Patient and visitor safety is at the forefront of delivering exceptional healthcare, not only the focus on safe medical procedures, cleanliness and infection control but also personal safety whilst visiting us. We have ensured a rigorous cleaning regime with the vast majority of patients telling us they were happy with how clean our facilities are.

To protect your privacy and dignity we meet all the Department of Health’s criteria for providing inpatient beds in single sex areas and we have instigated protected visiting hours to ensure patients get their full rest and recuperation. Plus, we are currently the only NHS organisation in the country to hold a silver Food for Life accreditation from the Soil Association with freshly prepared and locally sourced food catering for all medical, dietary, religious and cultural needs. We work with our patients, their representatives and our staff to ensure we focus correctly on the things that matter to our patients to deliver real quality care and we are recognised for excellent patient safety and have received national awards.

## Fast access to care

Our aim is to provide good access to appointment times and provide swift care during your stay in hospital, including seeing, treating and discharging or admitting 95% of patients within 4 hours of arrival at our Emergency Department (A&E) at Southmead Hospital and Minor Injuries Units at Southmead and Yate West Gate Centre. We’re building strong links with GPs and local community social service and healthcare teams to ensure a smooth transfer of care into hospital and for when patients return to their home or place of care.

Our aim is to exceed all the Department of Health’s priorities, with patients receiving treatment within 18 weeks of referral, all patients with suspected cancer seeing a consultant within two weeks and nearly all patients arriving at our Emergency Department being discharged or admitted within four hours of arrival.

## State-of-the-art facilities

We have now completed the redevelopment of our new state-of-the-art Brunel building at Southmead Hospital Bristol and it is fully open with all teams and services in place. We have brought together our hospital teams from Frenchay and Southmead onto one site where they will provide the very best of healthcare in facilities our patients deserve.

The Brunel building includes 800 beds of which 75 per cent of beds are in single rooms with en-suite toilet and shower rooms. Also located on the Southmead Hospital Bristol site are our maternity and neonatal intensive care units, women's health, pathology, the new Bristol Breast Care Centre and our Trust-wide research teams.

In addition, we also offer services closer to home at the redeveloped Cossham Hospital in Kingswood and the Westgate Centre in Yate. These include outpatient and therapy appointments as well as the new midwifery-led birthing centre and dialysis satellite unit at Cossham Hospital.

## Personal and Professional Development

All employees have access to training and development opportunities through annual appraisal-reviews, which give staff the opportunity to undertake personal development plans and identify learning opportunities. North Bristol NHS Trust is committed to staff training and development.

 Emergency Department, Brunel Building, Southmead





Solar Panelling System, Brunel Building

## Sustainable Development

In 2019/20 the Trust declared both climate and ecological emergencies in recognition of the fact that we need to do more and at a faster pace to limit our contribution to climate change and the decline of biodiversity. As a healthcare provider we are subject to scrutiny over our contribution to protecting and enhancing the natural environment and it is a duty we take extremely seriously. We fully recognise the detrimental impacts our services can have on the environment and by association the impacts on health.

Our Trust strategy commits us to being an Anchor in the Community with the associated responsibilities for sustainable development, local product sourcing and population health and illness prevention. As part of this we seek to urgently reduce our impacts and engage with our staff, patients, visitors and the local community to encourage them to do the same, for the benefit of public health and the natural environment for now and generations to come.

We understand that our staff play a vital role in helping embed sustainable healthcare practices and therefore the Sustainable Development Unit manage a number of initiatives in which staff can get involved with including Green Impact, TravelSmart, Sustainable Models of Care, Environmental Awareness Reps, Ways to Wellbeing and the Southmead Hospital Allotment.



 Vu Restaurant, Brunel Building, Southmead Hospital

## The Vu Café & Dining

The staff restaurant provides a range of freshly prepared meals, sandwiches; salads and cakes for eat in or takeaway. We offer a very popular Deli Bar and Salad bar. The Café area drinks are freshly made by one of our trained Barista's. The restaurant area has bean to cup hot drinks.

From Monday 6th October we will be offering a more extensive menu, to include our new continental breakfast bar, and a new call order menu in the afternoons. All of our hot drinks are Fairtrade or Rainforest Alliance and the restaurant provides a relaxed environment for all members of staff to enjoy. This also includes a fantastic roof top terrace for members of staff to experience the surrounding landscape.

### **Vu Cafe & Dining & Dining** **Opening Times:**

07.00 - 19.00  
Open 7 days per week

Breakfast Service	08.00 - 11.00
Lunch Service	12.00 - 14.00
Supper Service	16.30 - 19.00

## Childcare Facilities

North Bristol NHS Trust is committed to meeting the needs of its staff and has a range of services and facilities available to support those with childcare responsibilities.

### Saplings Day Nursery at Southmead Hospital

Southmead Saplings Nursery is located within Monks Park House and is registered with OFSTED to accommodate 58 children aged 6 weeks to 5 years. The nursery is open from 7am to 6pm, Monday to Friday, 52 weeks of the year excluding bank holidays. For further information and to arrange a welcomed visit please contact:  
Helen Dacre – Saplings Nursery Manager (0117) 323 6375

### Childcare Salary Sacrifice Scheme

This is an Inland Revenue scheme where part of the employee's salary is 'sacrificed' by the value of subsidised childcare provided by an employer, typically in a workplace nursery. The employee then does not have to pay income tax, national insurance or occupational pension on the amount that would otherwise be spent on his or her child's nursery place. This means that if you elect to accept a place at the nursery in exchange for an equivalent reduction in your salary this will be tax-free, thus increasing your take home pay.

The scheme is advantageous for both tax paying parents and the Trust. Participation in this scheme is always optional for each employee.

 Outside Saplings Nursery, Southmead Hospital



## Local/UK NHS Discount Brochure

As an NBT employee you will be entitled to receive discounts in up to 120 local shops, gyms and restaurants. All you need to do is show your North Bristol Trust ID & Access Card and meet the criteria of the discount in the booklet. Most staff areas should have a hard copy. Electronic versions can be accessed on the intranet – HR portal\Staff Benefits.

Kind offers of support continue for NHS colleagues from a wide range of companies – from discounted taxi rides, discounted meal delivery, data deals and activities for children and families. These offers change often, but include discounts and deals from Deliveroo, M&S, Aldi, Asda, Halfords, HeadSpace, EE, and Microsoft. More information can be found here: <https://www.england.nhs.uk/coronavirus/nhs-staff-offers/>

## MyTrustBenefits

As well as Lifestyle Savings, MyTrust Benefits also offers you access to an online Learning platform where you can develop both your personal and professional skills. From a Wellbeing perspective you can become a 'better you' with tailored lifestyle plans, articles and videos.

## NBT Staff Benefits

An exciting staff benefits page is accessible via the HR Portal \ Staff Benefits. It provides details of a variety of fantastic benefits on offer to all employees for example discounted gym memberships; NHS Cashback Black Card where staff can receive up to 5% cashback from purchases in various national retailers; eligibility for Costco membership, Frenchay tennis court membership, NBT sports teams.

## Staff Lottery

Our Trust also runs a staff lottery, which every staff member can join for as little as £1 a month. Members are also entitled to discounts for trips such as theatre tickets and family days out. For more information please contact the Staff Lottery Office on 0117 340 4506.

## NHS Pension Scheme

All new employees automatically become a member (if eligible) and you will get an excellent package of pension benefits. For more information please contact the Pension Department on telephone number 0117 340 2838.

## Fresh Arts

Fresh Arts is the arts programme for North Bristol NHS Trust providing art for Southmead and Cossham Hospitals. Fresh Arts was set up in 2007 and is now a thriving programme which includes exhibitions, a staff arts club, projects which enhance the hospital environment and an expanding art collection. The aim is to improve patient wellbeing and the working lives of staff at the hospitals by enhancing environments, improving morale, providing opportunities for positive involvement and establishing the Trust at the heart of its local community.

Please visit the website for more information: <https://www.nbt.nhs.uk/fresh-arts>

## Smokefree environment

Trust has a duty to its staff and patients to protect them from the health hazard that smoking represents. Consequently, in line with the public health white paper, Choosing Health, smoking is not permitted anywhere on Trust property including all buildings, grounds and within leased/owned vehicles of the Trust. This applies to all staff, patients and visitors of the Trust.



Entrance to Brunel Building, Southmead Hospital



## Values and Principles on Equality

At North Bristol NHS Trust, we respect and value the diversity of our workforce, patients, service users, relatives, carers and visitors and are committed to, serving our community in a way that is appropriate, accessible and responsive, making best use of the range of talent and experience available within our workforce and potential workforce and ensuring that our legal obligations are fulfilled.

The Trust expects all staff, patients, services users, relatives, carers, visitors and contractors to act in accordance with our equality policy when delivering or receiving the Trust's healthcare services.

The Brunel building contains a multi faith room called the Sanctuary, which recognises the broad range of beliefs and values held by our diverse workforce.

The Trust is committed to taking positive action for disabled people and has been awarded the Two Tick disability symbol. We have also signed up to the Mindful Employer charter as we are positive about mental health and take steps to increase awareness of mental health at work. For more details about the charter visit [www.mindfulemployer.net](http://www.mindfulemployer.net).

Patient and visitor safety is at the forefront of delivering exceptional healthcare, not only the focus on safe medical procedures, cleanliness and infection control but also personal safety whilst visiting us. We have ensured a rigorous cleaning regime with the vast majority of patients telling us they were happy with how clean our facilities are.

To protect your privacy and dignity we meet all the Department of Health's criteria for providing inpatient beds in single sex areas and we have instigated protected visiting hours to ensure patients get their full rest and recuperation. Plus, we are currently the only NHS organisation in the country to hold a silver Food for Life accreditation from the Soil Association with freshly prepared and locally sourced food catering for all medical, dietary, religious and cultural needs.

We work with our patients, their representatives and our staff to ensure we focus correctly on the things that matter to our patients to deliver real quality care and we are recognised for excellent patient safety and have received national awards.

## Safer Recruitment

In line with the Department of Health NHS Check Standards North Bristol NHS Trust undertakes stringent pre-employment background checks in the following areas prior to any confirmation of appointment.

### Identity Checks

You will be asked to produce photographic documents to prove your identity (e.g. passport, driving licence) as well as evidence of your current address. If you are unable to produce these, you will be asked for 5 other pieces of evidence of identity/address.

### Eligibility to Work

Any prospective employee must be able to prove their right to work in the UK under the Immigration, Asylum and Nationality Act 2006. The Borders Agency has stipulated the specific documents which are acceptable to prove this. Passports and visa stamps are carefully scrutinised by the Trust, using an ultraviolet reader. If you are in employment with the Trust and hold a time limited visa, this will be regularly checked to ensure you remain eligible to work and any application process for a visa extension carefully monitored. You will be asked to sign a declaration prior to employment confirming you are eligible to work and if there is any doubt as to your status, allowing the Trust to check that directly with the Borders Agency at any point before or during employment. The Trust will co-operate fully with any investigation process and if your immigration status is in doubt during employment, the Trust will suspend you whilst independent verification is sought from the Borders Agency. You will not continue to be employed if there is any suspicion that you are not eligible to work for the Trust.

### DBS

If your post has any regular contact with patients, a Disclosure and Barring Service check will be processed. If your post involves regular contact with children, a children's check will also be undertaken as part of the DBS check. In this instance you will not be permitted to commence employment until that check has been satisfactorily processed and notified to the Trust.

In addition to the DBS check, the application form also requests the disclosure of any criminal record you have. It is important that you are honest and declare such information as necessary. If you knowingly withhold information, or provide false or misleading information, if you have been offered a position by the Trust this is likely to be withdrawn and if you have commenced employment when this becomes known, it is likely this would be dealt with under the Trust's disciplinary procedure and you may be dismissed.

### **References**

You must give 3 years' worth of references including your current/most recent employer. If you are a current NHS member of staff we only require one reference. This will need to be your current line manager. If you do not submit this on your application form, the Trust will ask you for these if it wishes to progress your application. Additionally those referees must be your line manager rather than colleagues. If there is any concern with regard to the authenticity or content of the reference, the Trust will contact the referee to seek further clarification. Unless satisfactory references can be obtained, the Trust will be unable to employ you. If an unsatisfactory reference is received after the Trust has conditionally offered a post to you, that offer will be withdrawn.

### **Overseas clearance**

For more detailed information about CoGS, DBS checks, or any other employment checks that may be required when you join us as an overseas candidate, applicants can contact Employment Services and Medical HR. These teams are able to give the advice or guidance needed for you to begin your role with the necessary checks in place.

Employment Services

Email: [employmentservices@nbt.nhs.uk](mailto:employmentservices@nbt.nhs.uk)

Call: 01174141151

Medical HR

Email: [drsrecruitment@nbt.nhs.uk](mailto:drsrecruitment@nbt.nhs.uk)

Call: 01174145959

### **Safeguarding Children**

This organisation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

## DBS clearance for your role

The Trust's Policy on the Recruitment & Fair Treatment of Ex-Offenders seeks to ensure that the Trust's recruitment decisions are fair, responsible and effective, and that people with a criminal record are not unfairly disadvantaged during the recruitment process.

The Trust complies fully with the Disclosure and Barring Service (DBS) Code of Practice, and undertakes to treat all applicants for positions fairly. It undertakes not to discriminate unfairly against any subject of a Disclosure on the basis of criminal convictions or other information revealed.

Candidates are advised that a criminal record will not necessarily be a bar to obtaining a position within the Trust. They are made aware of the DBS's Code of Practice and that a copy of this is available on the DBS website ([www.homeoffice.gov.uk/dbs](http://www.homeoffice.gov.uk/dbs)). Help with disclosing a criminal conviction can be obtained from NACRO (The National Association for the Care and Resettlement of Offenders) on 020 7840 6464 or [helpline@nacro.org.uk](mailto:helpline@nacro.org.uk).

Candidates are required to complete a Declaration Form within the job application in addition to the DBS form, giving them the opportunity to declare and explain any convictions. They are advised that this will be processed in accordance with the Data Protection Act 1998.

The Trust is exempt from the Rehabilitation of Offenders Act 1974, and is therefore able to request disclosure of all convictions whether 'spent' or not. Applicants must also declare details of cautions, reprimands, final warnings and any investigation or proceedings by regulatory or investigatory bodies.

Failure to reveal information that is directly relevant to the position sought could lead to withdrawal of an offer of employment.

The level of Disclosure check will be at an appropriate level for the post – Enhanced (to include a check against the 2 new barring lists from 12 October 2009), Standard or Basic (through Disclosure Scotland).

When considering the appointment of an applicant with a criminal record, account will be taken of the nature of the job and the details and circumstance of any conviction.

The Trust undertakes to discuss any matter revealed in a Disclosure, which is believed to have a bearing on the candidate's suitability of the post, with the candidate before withdrawing a conditional offer of employment.

All staff involved with recruitment will be provided with guidance on the employment of ex-offenders and the Disclosure policy.

Any criminal convictions identified in the application form or Disclosure checks are completely confidential and will be treated as such. Having a criminal record will not necessarily bar someone from working for the Trust.

### **Occupational Health**

The information you submit is confidential and will be passed to the Trust's Occupational Health department to assess your fitness to work. However, you must declare all relevant medical information as requested which may be scrutinised if your fitness to work is questioned or needs to be established at any stage during employment.

### **Registration / Qualification**

Statutory and other registration and / or other relevant qualifications will be independently verified prior to your appointment. For statutory registration, this must be current and valid at all times during employment, and the Trust will not allow you to work within any professional capacity if this lapses at any stage. Additionally the matter may be dealt with under the Trust's Disciplinary Procedure.

By applying for posts requiring registration / statutory registration, and supplying that information, you consent to the Trust undertaking independent confirmation of this registration (including online searches) at any time (before and) during employment without your further explicit consent on each or any occasion.

 Perform Team Meeting, Seminar Room, Brunel Building



## Health and Wellbeing at our Trust

At NBT we recognise that your health is as important as our Patients' and as such we are proud to provide our workforce with an award-winning wellbeing programme. We're #NBTProud of the holistic approach to wellbeing that our programme takes, focusing support around your psychological, physical and lifestyle needs.

### Staff Wellbeing Psychology Team

Taking care of ourselves and one another is just as important as taking care of our patients. Our Staff Wellbeing Psychology Team are available to support staff at NBT with a range of services including: Bespoke Team Interventions and consultation, Our space sessions (facilitated reflective groups), Support for managers, 1:1 psychological support, our ACT for Wellbeing – practical skills for self care and team care.

### Employee Assistance Programme

We've partnered with Health Assured, an industry award winning programme in their own rights, to provide you and your dependents\* with 24/7 free and confidential support with any of life's challenges. Our EAP service provides rapid access to counselling for emotional problems, legal information for any issues which may be causing anxiety or distress, bereavement support and CBT online, and a dedicated app tailored to your needs and interests to help you become the best version of yourself. You also have access to: 4 Week Programmes, Mini Health Checks, Medical Information & Support Managing Others.

\*(including legal spouse/partner and children aged 16 to 24 in full time education, living in the same household).

### Physio Direct

Physio Direct is a rapid-access physiotherapy service, offering initial telephone consultation. The team are often able to give appropriate advice and recommended exercises via the telephone consultation, allowing you to recover. If the team feel further treatment is required then they will refer you onto one of our physiotherapists within the department, based in Gate 24, Brunel Building. Preventative Team Support is also available upon request.

### TRiM

TRiM practitioners provide peer to peer trauma response support to those who may have been involved, or witnessed a traumatic incident. TRiM is a trauma-focused peer support system designed to provide support and education to those who require it following exposure to a trauma, our TRiM practitioners are trained to identify those who may not be coping following a traumatic event and signpost those who may require further support to the relevant professional sources that can further support those who need it.

### **Mental Health First Aid**

Our network of trained Mental Health First Aiders are available to all staff at NBT and are able to listen and signpost to the relevant support services. With over 50 trained mental health first aiders within the trust, our network has been created to encourage staff to reach out to our first aiders should they feel they are struggling with any aspect of their mental health.

### **Green Gym / Allotments**

Our Green Gym provides an outdoor space for colleagues to exercise, made up of five outdoor pieces of gym equipment it is located behind the L&R building and is made up of five pieces of outdoor gym equipment, suitable for all staff regardless of fitness level or experience, providing a perfect space to get fit whilst enjoying the fresh air. Next to the Green Gym we have staff allotments, with raised beds, fruit trees, a greenhouse, and a range of fruit, vegetables and flowers which you can get involved in cultivating or just enjoy the space.

### **Sitelines**

Southmead Hospital offers many ways to enjoy the 19 acres of outdoor space onsite and our Sitelines Hospital Explorer Map highlights special green exits and local spaces across the site, giving staff choices for a short break or exercise outside.

### **Health Screening Kiosk**

Our interactive health screening kiosk allows users to check and monitor key health indicators including, weight, blood pressure and BMI, as well as access to the lifestyle boomerang, allowing the user to monitor their lifestyle habits.

## Our Greenspaces and Biodiversity, Brunel Building





 Trust Headquarters, Brunel Building, Southmead Hospital

### **Schwartz Rounds**

Schwartz rounds are facilitated group sessions, where all staff across the trust are invited to come together to discuss the emotional and social impact of working in a healthcare setting. Our Schwartz Rounds are held monthly at NBT, focusing on different themes each month.

### **Allotments**

The Southmead Hospital Allotment provides space for the cultivation of food, set up for staff and volunteers to learn and practice growing fruit and vegetables on site. Having a garden or allotment to tend, has many health and wellbeing benefits alongside helping increase biodiversity and reducing the miles in which produce travels.

## Personal and Professional Development

North Bristol Trust is committed to staff training & development, offering a blended/digital learning provision including E-learning; on-line events; webinars; facilitated face to face workshops; coaching and mentoring. We value and encourage all types of learning, whether that be informal 'on the job' or formal qualifications.

## Leadership and Management Development

We believe it is important that our people managers are given access to learning activities that develop the skills they need to motivate, develop and guide their teams. We offer a range of options to help develop Leadership & Management skills; ranging from bite-sized learning modules to fully accredited programmes from the Institute of Leadership & Management.

## Apprenticeships

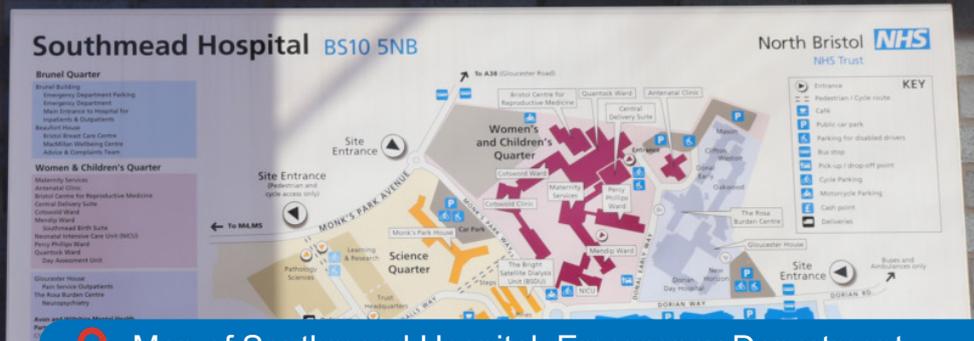
Whilst working at NBT and earning a wage, you could use our successful apprenticeship centre which offers a wide range of opportunities to gain a recognised qualification. Our apprenticeship programmes allow you to develop the knowledge, skills and behaviours that will support you in progressing your career within the Trust and the wider health care system. We offer the chance to complete structured study days whilst working alongside experienced staff, to gain job specific skills. Our apprentices receive a range of benefits including holiday pay and student discounts.

We have level 2 and level 3 apprenticeships available in a range of clinical and non-clinical areas, including:

- Healthcare Support
- Leadership and Management
- Business Administration
- Customer Service

 Learning and Research Building, Southmead Hospital





## Travel Smart

The dedicated TravelSmart team can offer information and advice to staff on various options for travelling to work.

### Personal Travel Plans

The TravelSmart team can create a free personal travel plan showing all your travel options are based on your shift pattern and home postcode.

### Cycling

Free one month loan of electric, folding and standard bikes along with a helmet, hi-vis waistcoat and D lock to enable you to try cycling to work before you buy a bike. We offer access to secure cycle cages, showers, lockers and changing facilities, and a Cycle to Work Scheme – purchase a bike through salary sacrifice with tax benefits. Discounts at various cycle shops in and around Bristol, and free cycle training, route planning, on-site bike maintenance and regular giveaways are also available.

### Buses

Various discounts are available on tickets. We can identify which bus services would be an option for your journey.

### Motorcycles

Designated parking areas for motorcycles (free motorcycle parking permit). Motorcycle and scooter discounts with local stores.

### Trains

There are number of bus services that connect to Parkway station. We can provide you with the details.

### Sharing lifts to work

There is free membership to lift share which could help you find someone to share your journey to work [www.northbristolnhs.liftshare.com](http://www.northbristolnhs.liftshare.com)

If you need any further information please contact the TravelSmart team by emailing [TravelSmart@nbt.nhs.uk](mailto:TravelSmart@nbt.nhs.uk) or calling **0117 414 43337**.

