

Staff Benefits

From the prevention of eye disease to sight-saving therapy, Moorfields Eye Hospital is a world-leader in eye care, research, and education. This is all thanks to the dedication and innovation of our staff, whose work transforms the lives of people with sight loss. We are ranked as one of the top NHS trusts in the country for overall job satisfaction, and for staff recommending us as a place to work or receive treatment.

If you choose to come and work for us, you will be joining a caring and committed team who believe that people's sight matters. Our staff matter to us as they are integral to our success, so we need to ensure this is reflected in the benefits we offer, some of which include:

NHS Pension

The NHS Pension is still one of the most generous in the UK. You will have the opportunity to join the NHS pension scheme which includes an employer contribution of 20.6%. Joining the pension also provides an excellent package of pension benefits and flexible retirement opportunities.

Sick Pay

- For 1 year service – 1 month full and 2 months $\frac{1}{2}$ pay
- 2-year service – 2 months full and 2 months $\frac{1}{2}$ pay
- 3-year service – 4 months full and 4 months $\frac{1}{2}$ pay
- 4 & 5-year service – 5 months full and 5 months $\frac{1}{2}$ pay
- After completing 5 years' service – 6 months full and 6 months $\frac{1}{2}$ pay

Annual Leave

For non-medical agenda for change colleagues:

- New starters – 27 days plus bank holidays
- After 5 years' service – 29 days plus bank holidays
- After 10 years' service – 33 days plus bank holidays

For Medical colleagues:

- Up to 32 days annual leave depending on contract.

Special Leave Policy

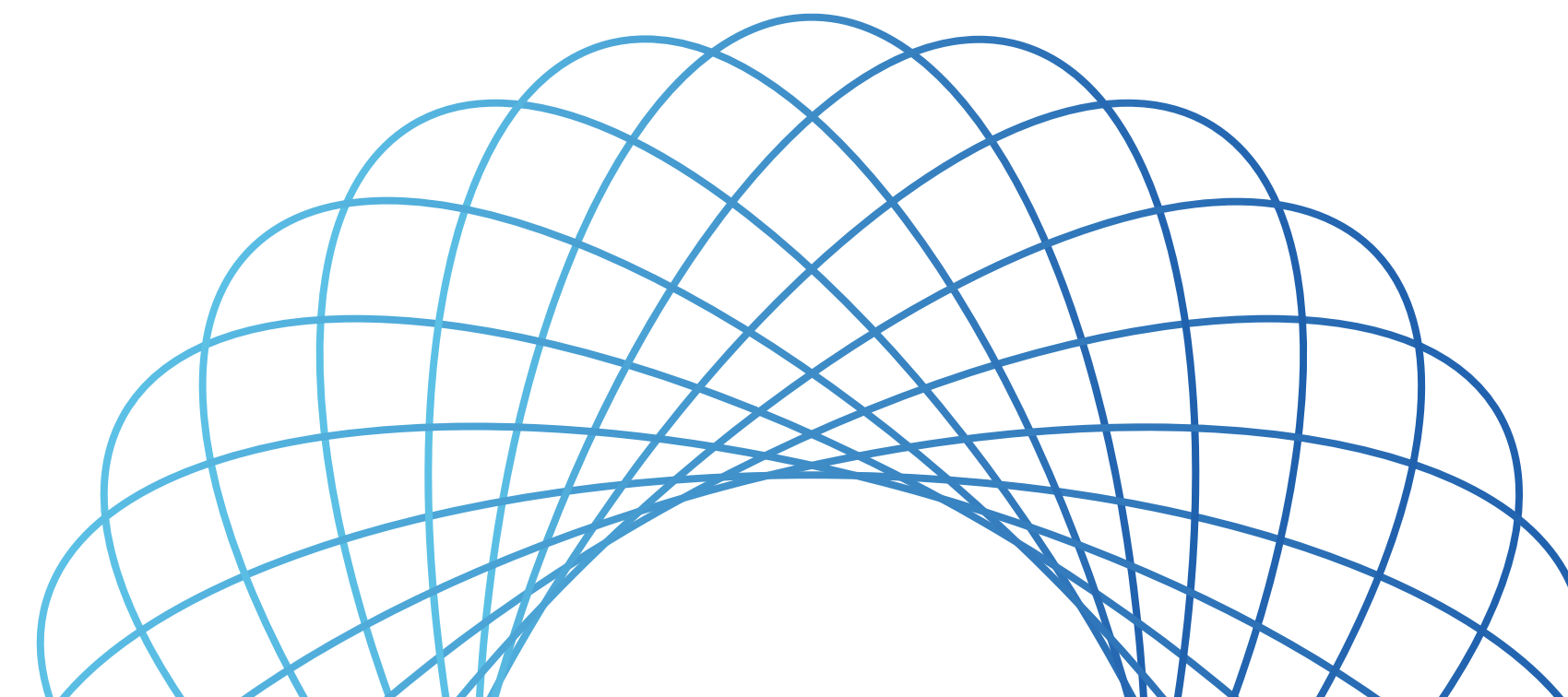
- Maternity/adoption leave – up to 52 weeks depending on length of service
- Paternity leave/Shared Parental leave policy
- Carers and special leave policy

Health & Wellbeing

Our health and wellbeing programme – Thrive at Moorfields – is designed to help you thrive both in and outside of work. Thrive at Moorfields encompasses support, improving personal health and wellbeing, high quality relationships, people focussed management, a healthy working environment, and well-designed jobs.

This includes:

- Access to a range of discounts via Vivup our employee benefits platform (including savings on travel, shops, and restaurants)
- Free wills for Moorfields staff
- Access to our Employee Assistance Programme provided by HealthHero Assist
- Occupational Health service
- Free online Pilates membership – access to 6 live online classes a week, workshops, and a huge range of on demand movement session
- Discounted gym memberships
- Cycle to work scheme
- Hardship Grant
- Regular health and wellbeing webinars and workshops (e.g., stress awareness, nutrition, menopause, mental health, NHS pensions, financial wellbeing (e.g., cost of living, breakthrough budgeting, bereavement, grief, trauma, and loss)
- Menopause cafes
- Access for all NHS colleagues to free apps such as Unmind and Headspace
- All NHS colleagues can access a range of discounts via the Blue Light card (a small subscription fee is required)
- Depending on your Moorfields location there are also discounts available locally
- Discounted tickets for West End Shows
- Prayer and chapel room (City Road and some host sites)
- Season ticket loan (available after 3 months service)
- Supermarket vouchers available for staff who are experiencing financial hardship
- Access to the London Capital Credit Union who are a not-for-profit savings and loans co-operative
- Managing stress training
- Free 30-minute consultation with a Chartered Financial Advisor
- FinWell microsite which contains lots of useful resources (e.g., videos, articles, podcasts) and support regarding financial wellbeing
- Free eye tests for all staff and 30% discount on glasses and lenses
- Free flu and COVID vaccinations for all staff



Transport links

Our main hospital is based at City Road, London, close to Hoxton and Shoreditch a 5-minute walk from Old Street Tube (Northern Line) with access to many transport links. We also operate from 23 other locations in and around London as well as Essex, Bedford, Surrey, Middlesex, and Hertfordshire, all close to good transport links.

Staff Training & Development

We support staff at all levels to develop their careers – we invest heavily in training, and education. This includes:

- Opportunities to undertake an apprenticeship
- Access to a range of training via the Learning & Development department
- Opportunities for continuous professional development
- Sabbaticals

Work life balance

Moorfields is a flexible working friendly organisation, and we are committed to helping our employees achieve a work-life balance that is beneficial for health and wellbeing, motivation levels and job satisfaction. Every employee of the trust has the right to request to work flexibly. Please speak to us about how we might be able to accommodate a flexible or hybrid working arrangement. If it works for the service, we will do our best to make it work for you.

Celebrating the best

We run an employee of the month scheme to recognise staff who go above and beyond their roles to support patients or colleagues. We also celebrate achievement and excellence at our annual Moorfields' Stars ceremony.

For nurses, we recognise their exceptional work through several awards and initiatives, including the Daisy Awards.

Private Healthcare Discounts

You can access a 25% discount on hospital fees with Moorfields Private for Moorfields colleagues and their immediate family.

