

BENEFITS – Non Contractual - GSTT

Benefit	GSTT Offering post transfer	Viapath Offering post transfer
Counselling		Full access to Employee Assistance Programme
Occupational Health (OH)		Continuation of current OH service with GSTT OH provider – including: *Body fluid exposure e.g. needle stick injuries is included *Flu jab is covered for clinical workers, so lab individuals and phlebotomists as part of the Trust’s agreement for safety purposes *Physio – this can be purchased on an ad hoc basis.
Child Care Vouchers	Fideliti - Not available post transfer	Viapath offer Child Care Vouchers, provider - Care-4.
Nursery	Access available to staff post transfer – same fees	GSTT will provide access ongoing. Salary sacrifice arrangements will not be possible (HMRC regulations) and Viapath will reimburse an individual so they do not suffer a financial detriment. Restricted to at the time of transfer.
Key worker – housing	To be addressed on an individual basis	General advice cannot be provided because the definition of “Key Worker” and the terms and conditions offered by different schemes vary. Staff requested to raise any personal circumstances with their current / any potential provider and inform GSTFT and Viapath. Both the Trust and/or Viapath will be happy to provide relevant information as requested to any provider.
Long Service Awards	This will continue post transfer up to end of current contract	
Trust Awards	This will not continue post transfer	Viapath currently hold an annual celebration
Buying and selling annual leave		Viapath will honour 2014 /2015 arrangements in place on transfer. The buying and selling of annual leave thereafter will be considered as part of Viapath’s review of its future employment offer.

Cycle to Work Scheme		Viapath will honour arrangements in place on transfer. A cycle to work scheme thereafter will be considered as part of Viapath's review of its future employment offer.
Season Ticket Loan		Viapath offer Season Ticket Loans, up to the value of £7,000. (matching GSTT's offering)
Southwark / London Mutual Credit Union		Access to the London Mutual Credit will be provided post transfer. A loan policy is in development. Loan requests may be made available dependent upon an individual basis and payable on receipt of necessary documentation. All loans must not total more than the HMRC guideline, currently £10,000.
Health Service Discounts (HSD)		Viapath will be able to provide this post transfer
Thomas Guy Club, gym and swimming pool	Fully available post transfer. Rates same as GSTT if staff pay as a monthly pay deduction	Viapath can facilitate the continuation of membership by making deductions direct from individual's salary.
Accommodation (long & short term)	No RoE staff will be in Trust accommodation at the point of transfer	Living accommodation - Not applicable Expected requirement, On call - confirmed needed through application. Where appropriate Viapath will provide accommodation to suit the given circumstances
Car Parking	Existing permit holders will be allowed continued use. GSTT presently not accepting any new applications	Viapath working with the Trust to determine how this can be facilitated post transfer
Welfare Loan	Not eligible to apply post transfer	A loan policy is in development. Loan requests may be made available dependent upon an individual basis and payable on receipt of necessary documentation. All loans must not total more than the HMRC guideline, currently £10,000. Viapath to confirm principles of loan scheme in January 2015 <ul style="list-style-type: none"> • Categories • Criteria • Repayment plans

Career Breaks		In accordance with AfC Viapath offer Career breaks as part of its Flexible Working Policy
Study Leave		Viapath offer Study Leave.
Mediation		Viapath will provide this, as dictated by circumstances of each case
Eyesight tests for NHS staff		Individuals that use a PC are entitled to reimbursement of eye tests, as per existing GSTT policy
Free dental care at Guy's	Fully available post transfer	
PC Loan		A loan policy is in development. Loan requests may be made available dependent upon an individual basis and payable on receipt of necessary documentation. All loans must not total more than the HMRC guideline, currently £10,000.
ID Badge	Staff will continue to have Trust ID Badge	
Hospital Saturday Fund	Not applicable	Viapath can facilitate this post transfer.
Ability to be on Trust redeployment list if placed at risk of redundancy	The Trust will support staff where there is an opportunity to find alternative employment within the Trust.	