

BENEFITS – Non Contractual

Benefit	KCH offering post transfer	Viapath offering post transfer
Occupational Health (OH)	All services available post transfer.	Continuation of current OH service with KCH 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 / fast track physio – this can be purchased on an ad hoc basis.
Child Care Vouchers		Viapath offer Child Care Vouchers, provider - Care-4.
Nursery	Available post transfer.	KCH 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		May be available post transfer but is dependent on the provider. Staff should either raise with their provider directly or email Sonie.Nandra@nhs.net if they wish the Trust to enquire on their behalf.
Long Service Awards	To be confirmed.	To be confirmed.
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.
Southwark / London Mutual Credit Union		Access to London Mutual Credit will be available post transfer.

Season Ticket Loan		Viapath offer Season Ticket Loans, up to the value of £7,000.
Health Service Discounts (HSD)		This will continue post transfer.
Car Parking	KCH will provide permits post transfer.	
Mediation		Viapath will provide support as dictated by circumstances of each case.
Study Leave		Viapath offer Study Leave – current arrangements will continue.
Discount with local gyms, restaurants and shops.	Discount at company's discretion – must produce NHS ID badge.	If the discount is part of the Health Services Discounts this will continue.
Commendation Scheme		Comparable scheme will be offered by Viapath.
Charitable funding i.e. retirement celebrations	To be confirmed.	Viapath are in talks with the Trust to determine the way forward.
Deductions from Salary for Trade Union subscriptions		Trade Union deductions from salary can continue post transfer.
Retirement Workshops		Viapath do not offer retirement workshops but will consider these on a case by case basis.

Statutory and Mandatory training	To be confirmed.	Viapath in discussions with the Trust's Education and Training department to consider options.
Relationships with KCL - honorary contracts, trainee supervision etc.		Currently arrangements remain unchanged.
Priority consideration for redeployment if placed at risk of redundancy	The Trust will support staff where there is an opportunity to find alternative employment within the Trust.	
NHS.net		Viapath will continue with the NHS Mail arrangements post transfer.
ID Badges	Staff will continue to have a Trust ID badge post transfer.	

What are the contractual terms/transferring policies?

Overpayments
Hours of work
Notice period: Employee/Employer
Place of work
Overtime rates
Pay date
Pay frequency
Pension – as per Fair Deal
On call - arrangements
Disciplinary
Capability policy
Equality and Diversity
Expenses - mileage; subsistence
Grievance
Harassment at work / Bullying & harassment
Maternity / Adoption leave, and pay
Parental leave
Paternity leave and pay
Performance Capability Policy and Procedure
Pay protection
Relocation expenses policy
KingsFlex, including personalised Annual leave (buying and selling)
Whistle blowing
Organisational Change
Sickness Absence Policy
Appeals procedure