

Freedom of Information request 014417  
6/11/18

### Salary Loans

1. Does your organisation offer salary loans? - **No**
  - a. If so, please state the name of your provider?
  - b. When did the trust go live with this service?
  - c. When does the contract end with your supplier?
  - d. What is the annual cost to the organisation in 17/18?
  
2. Which staffing groups access salary loans i.e. nurses, medics, corporate staff etc? - **N/A**
3. How many employees have signed up to this service? What is the employee split by staffing group? ie. nurses, medics, corporate staff etc. - **N/A**
  
4. Does your trust offer financial wellbeing advice? - **No**
  - a. If so, please state the name of your provider?
  - b. What is the contract start and end dates?
  - c. What is the annual cost to the organisation in 17/18?

### Salary Advances

1. Does your organisation offer faster salary payments? i.e. access to salary advances - **No**
  - a. If so, please state the name of your provider?
  - b. When did the trust go live with this service?
  - c. When does the contract end with your supplier?
  - d. What is the annual cost to the organisation in 17/18?
  
2. What payment period is offered? ie. daily advances, weekly advances? - **N/A**
3. Which staffing groups access the salary advances? - **N/A**
4. On average, how many workers access this facility per week and per month? - **N/A**
5. What is the cost to the workers to receive salary advancements? - **N/A**

### Salary Sacrifice

6. Does your organisation offer salary sacrifice schemes? - **Yes**
  - a. If so, please state the name of your provider? - **Please see below**
  - b. When did the trust go live with this service? - **Please see below**
  - c. When does the contract end with your supplier? - **Please see below**
  - d. What is the annual cost to the organisation in 17/18? - **Please see below**
  
7. What type of schemes does the organisation offer? ie. car parking, childcare vouchers, technology etc? - **Please see below**

### Salary Sacrifice Questions 6-7

Childcare vouchers

The Trusts childcare voucher scheme has been with Fideliti since August 18, prior to this the scheme was under Computershare since approx. 2007. We currently pay a Management Fee @ 0.35 % of our monthly invoice. Our contract with Fideliti is currently until 10<sup>th</sup> August 2019.

Bikes

The Trust bike scheme is run through Cyclescheme, this has been the case since prior to 2014. There is no service charge to the Trust for this service. The Trust is in a rolling contract which is currently under review.

Lease Car

The Trust operates a lease car scheme through GMP Drivercare, this was previously under Derwent. The scheme for salary sacrifice has been in place since approx. 2014, The Trust currently pays a service charge of £73 per car. The Trust is in a rolling contract with GMP which is currently under review.

8. Has the organisation seen an improvement in staff retention or engagement because of the utilisation salary sacrifice schemes?

a. If yes, please provide further detail

This is currently not monitored, however, we are re-launching and re-banding the scheme which will include monitoring period to see whether this does have an impact on staff retention. The re-launch will include that the scheme is advertised at the point of advertising for the various posts across the Trust.