

## Salary Loans

1. Does your organisation offer salary loans?
  - a. If so, please state the name of your provider? **Credit Union**
  - b. When did the trust go live with this service? **2017**
  - c. When does the contract end with your supplier? **12 month rolling contract**
  - d. What is the annual cost to the organisation in 17/18? **Zero**
2. Which staffing groups access salary loans i.e. nurses, medics, corporate staff etc?  
**This is confidential between the credit union and the staff member**
3. How many employees have signed up to this service? What is the employee split by staffing group? ie. nurses, medics, corporate staff etc. **411 in Credit Union**
4. Does your trust offer financial wellbeing advice? **Yes**
  - a. If so, please state the name of your provider? **Employee Assistance Programme**
  - b. What is the contract start and end dates? **Sept 2016- Sept 2019**
  - c. What is the annual cost to the organisation in 17/18? **£48k**

## 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?
3. Which staffing groups access the salary advances?
4. On average, how many workers access this facility per week and per month?
5. What is the cost to the workers to receive salary advancements?

## Salary Sacrifice

6. Does your organisation offer salary sacrifice schemes? **Yes**
  - a. If so, please state the name of your provider? **Tuskers and Vivup**
  - b. When did the trust go live with this service? **Tusker 2013, vivup 2017**
  - c. When does the contract end with your supplier? **12 month rolling contract**
  - d. What is the annual cost to the organisation in 17/18? **Zero**
7. What type of schemes does the organisation offer? ie. car parking, childcare vouchers, technology etc? **Car parking, childcare vouchers have just stopped on the 1<sup>st</sup> October but still open to employees already in the scheme. We use Vivup to offer the cycle to work scheme and electrical products, this has just been opened up for a 12 month period.**
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 **Impossible to imply causation, however we do feel this has added to our employee benefits package and overall offer to staff. Our engagement score and retention rate is above the national average for Acute Trusts.**