

## NHS FINANCE EMPLOYEE VALUE PROPOSITION

What are the benefits, development and experience that an individual can expect from working within a finance department in the NHS? The NHS finance community outline the following as the rewards that you can expect in return for the skills, experience, goodwill and commitment that you bring to the organisation every working day:

### Comprehensive Employee Benefits

- We believe in taking care of our employees. As part of the NHS, you'll enjoy tangible benefits such as:
  - Generous pension plans
  - Comprehensive sickness and parental leave benefits
  - Annual leave entitlements that increase over your years of service
  - Study support for professional development
  - Pay in line with the nationally agreed payment structure (Agenda for Change)
- Your role contributes directly to the quality of patient care, and you are able to see firsthand how your role benefits others.
- You will gain a sense of contributing to something greater that impacts on the wellbeing of your community, providing fulfilling motivation.

### Development Opportunities

- There are a wide range of career opportunities, and a clear structure within NHS Finance for career progression.
- Similar roles and structures exist within different NHS organisations therefore progression opportunities are available within your current and neighbouring organisations. You are part of a bigger network of organisations.
- You will gain access to local and national development programmes that provide additional resources and connections that you may not find elsewhere.

### Experience of Working Within NHS Finance

- NHS finance is known for its strong identity and supportive network.
- There is a real 'family' feeling within organisations.
- You'll always be able to find someone in a similar role to share advice and experiences with, creating a proactive and friendly community.
- The NHS is one of the biggest employers in the world. This vast size, combined with the NHS's wide range of services, creates a uniquely complex working environment. This complexity keeps staff engaged and constantly learning new skills.
- NHS finance goes beyond the typical accounting role. You'll be involved in strategic planning, productivity reviews, and understanding clinical pathways. This multifaceted approach makes it a stimulating and varied career, unlike what finance positions in other sectors can offer.